

## **Board of Trustees Agenda Item**

**Board Meeting Date:** March 7, 2011

**Title of Item:**

Faculty Employment as Tenured Faculty Members for 2011-2012 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:

Dan Atencio, Nicholas Baiamonte, Lydia Botsford, Deborah Centanni, Linda Choi Yee, Barbara Dahlke, Anthony Delaney, Alfred Dominguez, Hua-Fu Liu, Barak Goldman, Shannon Hassett, Craig Norman, Rachel Pacheco, Jesus Quintero, Antonio Ramirez, Paula Silva, Robert Stockwell, Li-Wei Sun, Nellie Vargas, Pauline Wethington

Foothill College:

Kelly Edwards, Owen Flannery, Fatima Jinnah, Debbie Lee, Eta Lin, Teresa Ong, Gillian Schultz, Victor Tam, Bruce Tambling, Jeanne Thomas, Voltaire Villanueva, Warren Voyce

**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



## **The Office of the President**

## **MEMORANDUM**

**DATE:** March 1, 2011

**TO:** Board of Trustees  
Chancellor Linda Thor

**FROM:** Dr. Brian Murphy, President

**SUBJECT:** Reemployment as Tenured Faculty for the 2011-2012 and Subsequent 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 2011-2012 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**

**Dan Atencio**

Division: Physical Education  
Discipline: Men's Football Coach  
and Physical Education

**Linda Choi Yee**

Division: Language Arts  
Discipline: English as a Second  
Language

**Nicolas Baiamonte**

Division: Social Sciences and  
Humanities  
Discipline: Philosophy

**Barbara Dahlke**

Division: Counseling and  
Matriculation  
Discipline: Counseling

**Lydia Botsford**

Division: Business/Computer  
Information Systems  
Discipline: Accounting

**Anthony Delaney**

Division: Language Arts  
Discipline: English

**Deborah Centanni**

Division: Counseling and  
Matriculation  
Discipline: Counseling

**Alfred Dominguez**

Division: Counseling and  
Matriculation  
Discipline: Counseling

**Hua-Fu Liu**

Division: Intercultural/International  
Studies  
Discipline: Mandarin

**Barak Goldman**

Division: Creative Arts Division  
Discipline: Film and Television

**Shannon Hassett**

Division: Social Sciences and  
Humanities  
Discipline: Psychology

**Craig Norman**

Division: Language Arts  
Discipline: English

**Rachel Pacheco**

Division: Physical Education  
Discipline: Women's Softball Coach  
and Physical Education

**Jesus Quintero**

Division: Language Arts  
Discipline: English

**Antonio Ramirez**

Division: Social Sciences and  
Humanities  
Discipline: Philosophy

**Paula Silva**

Division: Language Arts  
Discipline: English

**Robert Stockwell**

Division: Social Sciences and  
Humanities  
Discipline: Political Science

**Li-Wei Sun**

Division: Social Sciences and  
Humanities  
Discipline: Child Development and  
Education

**Nellie Vargas**

Division: Social Sciences and  
Humanities  
Discipline: Child Development and  
Education

**Pauline Wethington**

Division: Counseling and  
Matriculation  
Discipline: Counseling



## **The Office of the President**

## **MEMORANDUM**

**DATE:** February 16, 2011

**TO:** Board of Trustees  
Chancellor Linda Thor

**FROM:** Dr. Brian Murphy, President

**SUBJECT:** Reemployment as Tenured Faculty for the 2011-2012 and  
Subsequent 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 the 2011-2012 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.

**Dan Atencio**

**Division: Physical Education Division**

**Discipline: Head Men's Football Coach and Physical Education**

In the 4 years that Dan has been the head coach of our football team, we have seen a continuous rise in the success, retention and transfer of our student athletes. While the GPA of our football players is still hovering around 2.5, we are transferring about 82% of our players. This is a direct result of having a full time coach responsible for the athletes. Our football players are also successful on the field. In 2009, our team won the Coast Conference championship and a bowl game. This past year, after being raised to the next level, the Golden Gate Conference, Dan's team again won the conference championship and played in a bowl game. This is the first time a community college football team has competed in a tougher league and won the championship in their first year. Dan also continues to improve in the classroom. He is versatile and able to teach a number of different activity classes. He is active in all the football meetings and conventions from our local conference to the State level. It is a pleasure to have Dan join us as a tenured faculty member.

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**Nicholas Baiamonte****Division: Social Sciences and Humanities****Discipline: Philosophy**

Combining lecture, question, discussion and experience with material that create a stimulating learning environment, Dr. Baiamonte reflects skills that center on a teaching-learning style of philosophical subjects employing a variety of methodologies, which include a willingness to use popular culture, classical and contemporary literature, and television to engage students to learn the relevance of philosophical ideas. He exhibits a readiness to accept assignments for new subject areas, as well as revisions of old ones. Relevant to this, he aspires to grow in the area of Film Noir (Dark Cinema), which he uses as a tool to clarify ethics with its emphases on morality, corruption, anxiety and pessimism. Another feature of his professional development has involved working with McGraw-Hill to publish three philosophy textbooks: Pursuing the Good: The Claims of Morals (2009); The Advent of Philosophy: A History of Western and Eastern Philosophy (2009); The Moral Psychology of Good and Evil: Thinking Critically About Human Nature (2009).

**Lydia Botsford****Division: Business and Computer Information Systems****Discipline: Accounting**

Lydia Botsford has been a valuable, energetic addition to the Accounting Department at De Anza Community College. She started as an adjunct faculty member teaching our higher level classes in the evenings. We were happy to have her apply for a full time position five years ago. Since then she has expanded the courses she teaches and has helped us bring back the full income tax sequence for our day time students. She is a dynamic instructor who has advanced her in-class pedagogy by attending several conferences and implementing some of the “best practices” demonstrated there in her classroom, most notably her “cookie project”. This project demonstrates firsthand for the students the manufacturing process and accounting procedures used in a manufacturing business. She is currently one of the Division representatives to the Faculty Senate keeping the Division up to date on the current Faculty activity. We welcome Lydia as a great addition to the Accounting Department’s tenured faculty.

**Deborah Centanni****Division: Counseling and Matriculation****Discipline: Counseling**

Debbie is an excellent communicator and is very adept at conversing with her peers as well as the students. She has established a good rapport with the faculty and staff in the Educational Diagnostic Center (EDC). She understands the importance of team work in the efficient operation of the department and tries to provide appropriate direction and support to each member of the team. Debbie is also skilled in her role as student advisor. She has established very positive relationships with her students, providing encouragement and direction. This is evident in the positive feedback she received in her

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Student Evaluations. Debbie has been very proactive in her role as EDC's Executive Head. She is very enthusiastic about what we do for the students in EDC, because we are a very viable resource for the success and retention of these students. Debbie has endeavored to make the EDC much more visible on campus and has investigated the many ways in which we can introduce the EDC program to other departments and divisions, educating them about our mission and our function here at De Anza.

**Linda Choi Yee**

**Division: Language Arts Division**

**Discipline: English as a Second Language**

Linda Choi Yee is an inspiring teacher who has shown a deep commitment to her students, the ESL department, and Language Arts division. Throughout the four years of the tenure review process, Linda has demonstrated a well-planned curriculum and application of instructional resources to enhance student learning. Linda's professional growth is also impressive. As a faculty who firmly believes that curriculum is the core of teaching and learning, Linda has served as Curriculum Committee rep for the Language Arts Division and Department manager to oversee the sequencing of various classes in the ESL program. Linda is also on the Title III Advancing Through the Sequence team, working in collaboration with colleagues from English and Reading to create projects that support basic skills. Linda is a valuable addition our division.

**Barbara Dahlke**

**Division: Counseling and Matriculation Division**

**Discipline: Counseling**

Ms. Barbara Dahlke has been a member of the Foothill De Anza family for over eight years. She began her career as an Academic Advisor in the De Anza Counseling Division and was hired in 2007 as Counseling Faculty. Barbara's first assignment as a faculty member was in the International Student Program as a counselor. She is currently assigned to general counseling. In her short time as a counselor, she has taught Counseling 100 New Student Orientation, Career Life Planning 70 and 75, as well as Human Development 50 Stress Management. She is currently serving on the Accreditation Committee for Student Services and the College Environmental Advisory Group. It has been a pleasure for the committee to watch Barbara grow into her position. She has sought out new knowledge and skills in an effort to make herself more relevant in the lives of the students she serves. She is a true example of a lifelong learner. Barbara continues to be a wonderful addition to our learning community.

**Anthony Delaney, English Instructor**

**Division: Language Arts Division**

**Discipline: English**

Anthony Delaney has demonstrated throughout the tenure review process his strengths in managing clear, focused, and purposeful discussions and his expertise in a variety of new media. He has contributed to our campus community, such as his leadership role in

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Samoa, the African Ancestry Association, the Distance Learning Advisory Board, English Department's Literature Committee. Such achievements have not gone unnoticed. Most of all, we appreciate Mr. Delaney's candor and openness, his innovative spirit, and willingness to grow, learn, and improve. As he said of himself, "I am always trying new activities, material, and curriculum and switching them around . . . everything is always fresh and exciting for me." We are pleased that the innovative spirit of Anthony Delaney has found a long-term home at De Anza College.

**Al fred Dominguez**

**Division: Counseling and Matriculation Division**

**Discipline: Counseling**

Al had previously worked as an academic advisor for the Counseling and Matriculation Division at De Anza for eighteen years prior to being hired as a tenure track counselor assigned to the EOPS/CARE Program. Al has demonstrated his dedication and commitment to counseling by serving students well and a willingness to grow as a professional. Al's strengths include: being able to easily create rapport and trust with students; being patient and understanding; being able to address and answer students' academic needs in regard to educational and transfer planning; willingness to direct and refer students to appropriate resources; and his own strong motivation to improve his knowledge base and counseling skills. Al has consistently received high marks (A & B) from his student evaluations throughout the tenure process. He has been evaluated by students who saw him for drop-in/quick counseling as well as for more in-depth counseling with multi-quarter educational planning in the EOPS/CARE Program and general counseling.

**Barak Goldman,**

**Division: Creative Arts**

**Discipline: Film and Television**

Barak Goldman teaches a variety of screenwriting courses for film and video in the Film/TV Department as well as an Introduction to Film GE lecture course. Barak is an inspiring instructor, devoted advisor to students, supportive colleague and professionally respected writer. Student evaluations have remained consistently positive during the tenure process and can only be described as outstanding. Students describe Barak as a great motivator, amazing, awesome and enthusiastic, an instructor they all recommend to fellow students. His dedication to students has led him to develop for De Anza College: Hollywood North podcasts on iTunes University, established a social network Google group listserv for communicating with F/TV students, participation in two San Jose Conquest Film Festivals, developed a screenwriting library with over 300 scripts for students, developed a degree pattern in screenwriting and written new curriculum. Barak Goldman is a respected colleague who actively participates in the department and division as a representative member of the Academic Senate for the Creative Arts Division.

**Shannon Haslett****Division: Social Sciences and Humanities****Discipline: Psychology**

Throughout the tenure review process, Ms. Shannon Haslett has consistently received very impressive student evaluations. In addition to outstanding student evaluations, classroom evaluations conducted by members of the tenure committee have found Ms. Hassett to be a skilled and sensitive teacher, especially in keeping students focused on course material and actively participating in classroom discussions. She shows deep knowledge of the subject matter, which varies considerably between classes she is assigned. While exhibiting sensitivity to students' varied cultural and ethnic backgrounds and their challenges, Ms. Hassett's commitment to student success and retention is very evident. She participates as a divisional liaison in Student Learning Outcomes and Assessment (SLOAC), and continues to be professionally active in her field as a member of two professional organizations, the Western Psychological Association and the American Psychological Association.

**Hua-Fu Liu****Division: Intercultural/International Studies Division****Discipline: Mandarin**

Hua-Fu Liu has contributed to the IIS division in multiple ways. She has immersed herself into the campus life of De Anza College and assumed the responsibilities and identity of a full-time instructor with vigor and an infectious collegiality. She is now the IIS Curriculum Committee representative and has coordinated and facilitated the revisions of dozens upon dozens of course outlines. Hua-Fu has managed to do this with gentle prodding, with humor, and with a grace that exemplifies collaboration and collegiality. She serves as the department chair for Mandarin Chinese, guiding and facilitating discussions among her colleagues, but often extends her support to other language departments. Yet her energy and commitment extends into our broader community. For example, Hua-Fu participated in the Educational Committee of Cupertino-Area Chinese Language Education Committee and organized annual series of training workshops for Chinese Teachers. Most importantly, she has been an effective, innovative, and engaging instructor for her students. In sum, Hua-Fu Liu has developed into a major contributor to the IIS division, the campus, and our broader community.

**Craig Norman****Division: Language Arts Division****Discipline: English as a Second Language**

Craig Norman has been a pleasure to work with over the past four years of the tenure review process. Throughout the entire process, Craig has been professional, thoughtful, and open to dialogue about improving teaching and learning. Craig is very knowledgeable about the different levels of ESL and he has taught courses from intermediate to advanced levels. Craig has also exceeded our expectations of service to

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the ESL department and Language Arts division, and has taken a lead role in student learning outcomes work in the ESL department. He has also contributed to the efforts of our Title III federal grant, serving as a member of the Language Arts Title III team. He is a valuable addition to the college and we welcome him his tenure.

**Rachel Pacheco**

**Division: Physical Education**

**Discipline: Women's Softball Coach and Physical Education**

Rachel came to us with the least amount of coaching and teaching experience of any instructor our division has ever had. In the last 4 years, I have watched her remarkable growth. The whole division has taken it upon themselves to tutor, mentor, critique and offer any kind of help she required. Rachel good-naturedly took it all in and modified and applied what she needed and is now well on her way to becoming an excellent teacher and coach. She started 4 years ago with barely enough players to field a team, to this year, where she may have a group of athletes who can compete with any team in the league. In her classroom teaching, she has widened her level of comfort in many different activities and lecture courses. Rachel attends many workshops and conferences in her efforts to improve her classroom teaching and to gain certifications. She has always been active in updating curriculum and this past year became our division liaison for SLOs, SLO assessments, and PLOs. Rachel is a valued addition to our division.

**Jesus Quintero**

**Division: Language Arts Division**

**Discipline: English**

Jesus Quintero has immersed himself in the teaching of De Anza's most at risk students through his commitment to the First Year Experience (FYE) Program and Foster Youth Program. Jesus has consistently demonstrated his passion for teaching and creativity in the classroom. Amongst his colleagues in the English department and Language Arts division, Jesus is looked upon as a "teacher for the ages" who has the ability to connect authentically with his students. Jesus has also participated actively in the College's efforts at fostering community and civic. Annually, he has led workshops and provided inspiration to students through the Youth Voices United for Change Leadership Conference sponsored by the Institute of Community and Civic Engagement. Jesus is a welcome addition to our division.

**Antonio Ramirez**

**Division: Social Sciences and Humanities**

**Discipline: Philosophy**

A very solid contributor to the philosophy department, Mr. Antonio Ramirez remains an excellent and well-loved instructor. His student evaluations are markedly high with a majority of students giving him the highest possible ratings on almost all evaluative criteria. Students deeply appreciate the amount of time he spends in responding to their assignments, his connection with them and the content of his courses. With the

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philosophy department's analysis of the racial disparity of their student success rates, it was found that Mr. Ramirez has closed the achievement gap, having exceeded the college's goal of less than 5% difference between success rates of underserved students and the rest of the student population. His classes almost always end with very few students dropping the class over the course of a quarter, indicating one of the highest retention rates in the Social Sciences and Humanities division. He has participated in national philosophy conferences continuing his development as a philosopher, and is currently serving as campus Student Learning Outcomes and Assessment (SLOAC) coordinator.

**Paula Silva**

**Division: Language Arts**

**Discipline: English**

Paula Silva is a valuable asset to the English department, Language Arts division, and the college. We welcome her tenure and look forward to her future contributions to our community. She has become a widely respected colleague who clearly shows a passionate commitment to serving our most at risk students. In the past four years, she has been teaching in the First Year Experience (FYE) Program, a cohort program focused on student retention and success of students who are the first in their family to go to college. Paula is instrumental to the success and growth of FYE and her work with students is inspirational to her colleagues. Paula is also contributing to other college wide initiatives to support undocumented students. She is the faculty lead in the AB540 working group IMASS (Integral Movement of AB540 Student Success), which is composed of students, faculty, staff, and administrators across campus. She is also the faculty advisor for the Gay Straight Alliance (GSA).

**Robert Stockwell**

**Division: Social Sciences and Humanities**

**Discipline: Political Science**

During the tenure review process, Dr. Robert Stockwell has been exemplary in key areas of teaching and learning. He demonstrates a high level of skill at engaging students in collaborative learning, and is highly effective in using class time to accomplish an impressive amount of work. He is responsive to student needs and continues to demonstrate a variety of pedagogical approaches consistent with the college's focus on student engagement and student success. Dr. Stockwell is a very valued member of both the political science department and the college. Representing Social Sciences and Humanities as a second year member of Academic Senate, he has recently joined the campus Instructional Planning and Budget Team (IPBT). His active involvement as a facilitator in the division's Conversation-Application-Reflection (C.A.R.) project demonstrates his commitment to student equity and success, and to engage colleagues in the process of learning and reflection.

**Li Wei Sun****Division: Social Sciences and Humanities****Discipline: Child Development and Early Education**

Dr. Li Wei Sun exemplifies outstanding teaching strengths. Among classroom evaluations, the following observations emerge consistently: her ability to conduct classes in two languages, English and Mandarin; the ability to engage students; demonstrated ability to use multiple formats for presenting class material; demonstrated ability to examine influential cognitive theorists with students in the field of child development and education while stimulating critical thinking and learning; and finally, her pleasant classroom demeanor infused with enthusiasm for the subject. Dr. Sun's student evaluations are correspondingly strong with a significantly large majority of students agreeing that they would recommend her to other students as an instructor. In addition to teaching, Dr. Sun has continued to actively participate in a number of departmental and divisional projects, including National Association for Education of Young Children (NAEYC) accreditation, program model research with Perkins Funds, and as a divisional Student Learning Outcomes and Assessment (SLOAC) liaison with four departments in Social Sciences and Humanities including her own.

**Nellie Vargas****Division: Social Sciences and Humanities****Discipline: Child Development and Early Education**

The ability to relate to students that support and actively engage them in their own learning process is among many assets Ms. Nellie Vargas brings to the Child Development and Education program. Other assets as an instructor include her availability to students, which goes above and beyond ordinary accessibility; the ability to teach Child Development and Education classes in both English and Spanish while demonstrating a genuine passion in working with second language learners; excellence in the use of a variety of teaching strategies and methodologies to support learning; and confidence in her own teaching strengths. Ms. Vargas keeps current in research as a doctoral student in a Ph.D. program in Instructional Leadership – Higher Education Concentration on the Adult Learner. She supports her department through her work on National Association for Education of Young Children (NAEYC) accreditation and as coordinator of the Perkins Grant.

**Pauline Wethington****Division: Counseling and Matriculation Division****Discipline: Counseling**

Ms. Pauline Wethington is an accomplished professional. She brings ability, commitment, and perseverance to her tasks. She is professionally personable, has a firm grasp of instructional fundamentals and a strong sense of process facilitation. She approaches her faculty responsibilities with enthusiasm, demonstrates good follow through on her tasks and has clearly earned the respect of the students and colleagues with whom she works. She is organized, competent and prepared and has become quite

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proficient in the utilization of computer technology and on-line tools in assisting students. Pauline's commitment to student access, retention, and success is clearly demonstrated by the fact that both her colleagues and students within the Student Success & Retention Services Program have embraced her and seek her assistance.



## **FOOTHILL COLLEGE**

Office of the President

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To: Board of Trustees  
From: Judy C. Miner  
Date: February 15, 2011  
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 2011-2012 academic year.

### **Kelly Edwards**

Division: Physical Education & Human Performance

Discipline: Physical Education

The Tenure Committee unanimously recommended Kelly for tenure. Through each phase of the tenure process, Kelly has been consistent in his ability to positively connect with students and colleagues, as well as demonstrating competency in his coaching/teaching. He has participated not only in intercollegiate events, but has also served on campus-wide committees such as the Curriculum Committee. Kelly has continued to update, refine and hone his skills so that he can stay current in his discipline. His commitment to the students is evident. In his words: "Coaching at a community college is about helping young student athletes become better people than when they first arrived on campus."

### **Owen Flannery**

Division: Physical Education & Human Performance

Discipline: Physical Education

Owen has developed as a coach and an instructor over the past four years. He has built a positive team culture earning the respect and accolades of soccer team members. Through his guidance, the soccer teams have shown steady improvement, and have achieved statewide recognition. Owen has grown into an extremely competent and confident instructor. Using his knowledge and creativity, Owen has improvised and implemented new programs that keep students' interest. He has contributed to the division through his involvement in program review, development of Student Learning Outcomes and involvement in Measure C projects. Owen is a winner, a team player, and brings energy and enthusiasm to the division.

**Fatima Jinnah**

Division: Counseling  
Discipline: Counseling

Fatima's Tenure Committee unanimously agreed to recommend tenure, citing her effective counseling techniques and lively, interactive teaching style. She possesses not only the professional qualities of the job, but also brings enthusiasm and a willingness to take on different roles within the division. She has functioned as an Honors Counselor, Career Center Director, Online Advising Counselor, and PSME counselor, as well as chairing a number of committees and programs. Her students give glowing reports: "...I feel like I'm her only student." "She is very dedicated to each student's individual needs and wants them to achieve." Fatima embraces new online tools to reach out and further provide support to students. Her dedication to Foothill and our students is clear. According to Fatima: "My active role in the Department stems from a feeling of belonging and a desire to make a significant contribution during my anticipated 30 years at Foothill College."

**Debbie Lee**

Division: Physical Sciences, Mathematics & Engineering  
Discipline: Mathematics

Debbie's evaluations highlight a clear and effective teaching style that keeps students actively engaged. She has become an integral part of the department team, coordinating documentation efforts for accreditation and working on overhauling course pathways from algebra to calculus. Debbie has provided campus-wide service as well, serving on the Academic Senate and Basic Skills Committee. The committee unanimously recommended Debbie for tenure.

**Eta Lin**

Division: Business & Social Sciences  
Discipline: Psychology

The Tenure Committee enthusiastically endorses Eta for tenure. She has distinguished herself as an excellent instructor, popular colleague and a competent and caring individual. Eta has shown leadership in the Department, offering classes in research methods and opportunities to perform as subjects in concert with Stanford University's Research Experience Program. She has been active on campus, serving on Academic Senate and the Curriculum Committee, as well as participating in the Accreditation and Self-Study process.

**Teresa Ong**

Division: Adaptive Learning  
Discipline: Learning Specialist

Teresa's professionalism, knowledge of disabilities, flexibility and innovative qualities have been acknowledged by Foothill College administration and staff. She exhibits amazing energy, intelligence and compassion for working with students with disabilities. Teresa developed the Summer Academy, which provides students with a transition to college, focusing on college skills, critical thinking and basic skills. The program also helps faculty and staff to identify students who might need additional resources. Teresa is a very dedicated, creative and respected member of faculty, and the entire Tenure Committee recommends her for tenure.

**Gillian Schultz**

Division: Biological & Health Sciences

Discipline: Biology

The Tenure Committee discussed with great enthusiasm Gillian's strengths and contributions. She has successfully built enrollment in her courses, demonstrated outstanding classroom performance, and maintains a strong rapport with students. At the department and division level, Gillian has stepped up to be the next Biology Department Chair, and is currently serving on the Curriculum Committee. She also serves as the Foothill Student Learning Outcomes Coordinator, sits on the Sustainability Committee, and works with students to restore the Native Plant Garden. Gillian is an outstanding colleague of the highest integrity, and the Committee unanimously recommends her for tenure.

**Victor Tam**

Division: Physical Sciences, Mathematics & Engineering

Discipline: Chemistry

Victor's effectiveness in the classroom and rapport with his students has long impressed the Tenure Committee. He has been actively engaged in the division, successfully taking on a leadership role as the Chemistry Department coordinator, and also acting as coordinator for the Foothill-Stanford Internship Program. Victor has also supported college-wide activities, participating in the Asian Pacific American Network, and sitting on student disciplinary hearing committees. He is committed to improving his students' experience in the classroom. As Victor says: "As I continue in my teaching career, what excites me most is finding ways to engage students and keeping chemistry accessible."

**Bruce Tambling**

Division: Fine Arts & Communication

Discipline: Music

Bruce has continued to impress the Tenure Committee throughout the review process with his depth and breadth of knowledge and his thoughtful approach to his students. He has taken an increasingly active role in the Commercial Music Program, while maintaining the Music Tech Program, which is considered one of the best in the country. He has established the Foothill Music Tech Group, which provides job referrals and direct hiring for students. Bruce is also working on establishing a Music Tech Internship program. Additionally, Bruce was instrumental in arranging for a \$60,000 donation of software from Sonnox Oxford for the Foothill IDEA Lab. The entire Committee unanimously recommends Bruce for tenure.

**Jeanne Thomas**

Division: Business & Social Sciences

Discipline: Child Development

Jeanne has continuously excelled throughout the tenure review process, receiving outstanding peer and student evaluations. She has worked effectively as part of the Child Development Department team to expand the program and enrollment. Jeanne has updated the curriculum, bringing them into compliance with Title IX, articulation agreements and the new SLO standards. Jeanne has also worked to develop and strengthen ties to the community. She serves on a number of boards and councils in the greater community, which has elevated Foothill College's visibility in child development for the region. Jeanne's excellence in teaching is evident in student comments: "This class not only taught me a lot about children and the community but taught me a lot about myself." The Committee unanimously recommends that Jeanne be granted tenure.

**Voltaire Villanueva**

Division: Counseling

Discipline: Counseling

Voltaire's Tenure Committee, in recommending him for tenure, praised his wealth of experience, professionalism, warmth and eagerness. His innovation in the classroom as well as his depth and breadth of technology skills, have been an asset to the Counseling Division. Voltaire has stepped up to be the Puente Counselor and has greatly improved the program. His teaching and counseling methods are student-centered, with an approachable style that his students say make them: "...always comfortable and not afraid to talk." Voltaire has become increasingly active in the past four years, working on a number of committees at Foothill, including the Basic Skills Initiative, Foothill's Rubric Assessment Model for Evaluating Student Learning Outcomes, and Curriculum. He believes strongly in the importance of collaboration across disciplines, and has been working with colleagues across campus with the goal of sharing knowledge to improve student retention.

**Warren Voyce**

Division: Physical Education & Human Performance

Discipline: Physical Education

Warren has grown as an instructor during the review process. He has become increasingly active in the Sports Medicine Program, developing new courses and assisting in the creation of the Athletic Injury Care A.S. Degree program. Warren has also developed externship opportunities for students. He has worked in the greater community, organizing a yearly training with the Santa Clara County Fire Department and local athletic trainers on Pre-Hospital Care for the Spine Injured Football Player. The entire Tenure Committee recommends Warren for tenure.