

Board of Trustees Agenda Item

Board Meeting Date: March 12, 2012

Title of Item: Faculty Employment as Tenured Faculty Members for 2012-2013 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:

Ilan Glasman, Esther Halwani, Merhdad Khosravi, Iaroslav Kryliouk, Mark Larson, Christine Magnin, Ram Subramaniam

Foothill College:

Sarah De Los Santos, Isaac Escoto, Don MacNeil, Young Hee Park Lee, Judy Yamamoto

Recommendation: De Anza College President Brian Murphy and Foothill College 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: February 15, 2012

TO: Board of Trustees
Chancellor Linda Thor

FROM: Dr. Brian Murphy, President

SUBJECT: Reemployment as Tenured Faculty for the 2012-2013 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 2012-2013 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

Ilan Glasman

Division: Creative Arts
Discipline: Music

Esther Halwani

Division: Disability Support
Services
Discipline: Counselor

Merhdad Khosravi

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

Iaroslav Kryliouk

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

Mark Larson

Division: Biology, Health,
Environmental Science,
Workforce Education
Discipline: Manufacturing and CNC
Technology

Christine Magnin

Division: Disability and Support
Services
Discipline: HOPE Instructor

Ram Subramaniam

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

Board of Trustees
February 15, 2012



The Office of the President

MEMORANDUM

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TO: Board of Trustees
Chancellor Linda Thor

FROM: Dr. Brian Murphy, President

SUBJECT: Reemployment as Tenured Faculty for the 2012-2013 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.

Ilan Glasman

Division: Creative Arts

Discipline: Music

Ilan Glasman is an innovative teacher, using new methods and exercises in the classroom to enhance the learning experience of his students. He has built collegial relationships with fellow faculty and contributes consistently to departmental discussions of curriculum, student learning outcomes assessment cycles, budgetary planning. In addition to being an accomplished musician and educator, Ilan has been active in recruiting and retaining students for the vocal program. With his student singing groups, he visits schools and clinics and has produced high quality concerts each academic quarter.

Esther Halwani

Division: Disability Support Services

Discipline: Counselor

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As a Disability and Support Services counselor, Esther Halwani demonstrates a high commitment to meeting the needs of her students and professional development. During her tenure review, Esther has demonstrated effective communication, sensitivity and cooperation with her students and fellow colleagues. In addition to actively participating in statewide disability and counseling conferences, Esther pursued and completed a graduate-level certificate for Counseling and Deaf and Hard of Hearing at San Francisco University. Esther is a wonderful contribution to DSS and the campus, as her professional development has the potential to impact other counseling and DSS faculty through in-service activities that she can lead.

Merhdad Khosravi

Division: Physical Sciences, Mathematics, and Engineering

Discipline: Mathematics

Merhdad Khosravi came to De Anza with significant teaching experience and he has demonstrated that he is a “Master Teacher” in the tenure review process. Merhdad is continuously engaged with his students and improving the classroom learning environment. His student-centered approach to teaching is highly successful and he creates warmth, vibrancy, and enjoyment. He is committed to developing his teaching and professional skills, even completing his PhD in Mathematics during the tenure process. Merhdad also serves as an advisor to the Mathematics and Persian Clubs, and Phi Theta Kappa Honors Society.

Iaroslav Kryliouk

Division: Physical Sciences, Mathematics, and Engineering

Discipline: Mathematics

Iaroslav Krliouk is an impressive Mathematics instructor, continuing to refine his teaching skills throughout the tenure review process. He has a strong work ethic and ability to interact with his fellow colleagues and students. Iaroslav expects success from his students and he achieves this by his pedagogical strategy of transitioning from a basic symbolic approach to graphical and numerical developments, all the while making connections with practical applications. Beyond the classroom, he has published several papers in mathematical journals and served as an advisor to the Mathematics club.

Mark Larson

Division: Biology, Health, Environmental Science, Workforce Education

Discipline: Manufacturing and CNC Technology

Mark Larson is an instructor of high quality with a well-rounded background in machining, fabrication, woodworking, and equipment maintenance. Mark engages his students by using real-world examples in class discussion and maintaining enthusiasm for the subject matter. He has developed strong rapport with his students and fellow colleagues. He is also committed to professional development and attends national technical education conferences and serves on two industry advisory committees.

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Christine Magnin**Division: Disability and Support Services****Discipline: HOPE Instructor**

Christine Magnin is an accomplished instructor in the HOPE program. Through the tenure review process, she demonstrated strong teaching and connection with her students. She was also able to successfully navigate through the documentation, grading, registration, Student Educational Contracts and other needed paperwork associated with the program. Christine continues her professional development goals by attending disability, autism, and brain injuries conferences. Her enthusiasm and commitment to her students, her program, and the college is most welcome and she will have great contributions to make.

Ram Subramaniam**Division: Physical Sciences, Mathematics, and Engineering****Discipline: Chemistry**

Ram Subramaniam is an excellent Chemistry instructor who has shown teaching excellence throughout the tenure review process. He is a reflective and introspective teacher who is always seeking ways to improve student learning in the classroom. Students and his fellow colleagues in the department recognize Ram's teaching and professionalism. He continues to be engaged in multiple campus committees such as the Curriculum Committee, Curriculum Advisory Team, and Standard II Accreditation Team. He also is the department lead for student learning outcomes work.



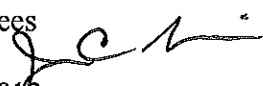
FOOTHILL COLLEGE

Office of the President

(650) 949-7200, (650) 949-7201 (voicemail)

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

To: Board of Trustees

From: Judy C. Miner 

Date: February 15, 2012

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 2012-2013 academic year.

Sarah De Los Santos

Division: Physical Sciences, Mathematics & Engineering

Discipline: Mathematics

The Tenure Committee describes Sarah as a vital part of the math department and the Foothill community. Sarah's peer evaluators see her as a skilled teacher who prepares thoughtful lessons. In her four years at Foothill, she has served on the Basic Skills Workgroup, taken part in basic skills math and the Math My Way program. She is a core instructor for the new Statway pilot program, designed to take students through college level statistics in two quarters. Sarah has also volunteered in the PSME Tutoring Center as well as the planning of the annual Let's Play Math event at Foothill. Sarah's willingness to take on new assignments and challenges will help her to continue her growth and to be an active member of the Foothill Community.

Isaac Escoto

Division: Counseling

Discipline: Counseling

Isaac demonstrates a strong commitment to his students. Individual Tenure Committee members have remarked on his willingness to learn and expand professionally, both as a counselor and an instructor. He has established an easy rapport with students of all cultures and backgrounds. Isaac incorporates innovative teaching strategies, keeping in mind different learning styles. He has also made valuable contributions to the Foothill community, serving on the College Curriculum Committee, and as co-chair of the Counseling Division Curriculum Committee.

Don MacNeil

Division: Kinesiology & Athletics
Discipline: Physical Education

Every member of the Tenure Committee commented on Don's thoughtful approach to his subject and his students, and on the adaptabilities of his teaching style. He has taken an increasingly active role in the department, developing a new course, and helping plan the future of the Personal Fitness Trainer Program. Don has also represented his division on the Academic Senate and College Curriculum Committee.

Young Hee Park Lee

Division: Physical Sciences, Mathematics & Engineering
Discipline: Mathematics

The Tenure Committee watched Young Hee take recommendations provided and incorporate them into her teaching plan, resulting in her growth as an educator. She has traveled to Korea and promoted Foothill's image abroad. Her efforts have tripled the number of Korean students attending Foothill. Young Hee was the principal organizer and fundraiser of a program called "Let's Play Math," a one-day event to interest middle school students in mathematics. She has also become an integral part of the math department, participating in meetings and working on curriculum.

Judy Yamamoto

Division: Biology & Health Sciences
Discipline: Dental Hygiene

Judy's teaching method is straightforward and positive. She has grown and adapted her teaching style to fit the needs of Foothill students, and her student evaluations have reflected these improvements. The Tenure Committee believes that Judy is committed to lifelong learning and will continue on that path, adjusting to changing methods of instruction and clinical resources available. She is an active participant in both departmental and division activities.