

PROFESSIONAL GROWTH AND SABBATICAL LEAVE COMMITTEE

September 12, 2013

Amended Minutes

12:50 – 1:50

CCCconfer

Present: Sylvia Thomas, Admin Co-chair; Mike Cluff, Faculty Co-chair; Ken Cramm, Kathleen Saxon; James Banks; Celia Brockenbrough; Tammy Kearn

I. **Approval of May 30, 2013 Minutes/MSC/Cramm/Brockenbrough/** (2) abstentions – Tammy & James

II. **Information Only**

a. Meeting dates set for 2013-14; 12:50-1:50 by CCCconfer:

October 3rd

November 7th

December 5th

March 6th

April 3rd

May 1st

May 29th (if needed).

b. Review Ruth Adams' final revisions on AP 7160a – The committee made a couple of important but not substantive revisions as follows:

I.C. - Two paragraphs added to section C: 1. ***Reclassification for pay purposes will occur on the next effective pay period following Board action. 2. Reclassification for pay purposes is not retroactive with respect to the date of completion of the course work or approved activity, or the submission of verification of completed course work or approved activity.***

II.B.1 - "Professional publications are defined as ~~a textbooks, compilations, and~~ articles published as ***authored*** individual works in juried scholarly publications; ***compilations; or textbooks***".

II.C.1 – replaced the word "***high***" level with "***graduate***" level.

The revised AP will be sent to Ruth Adams.

c. Review revised Full and Distinguished Professor Applications and Cover Letter – ready to upload to the website. Debbie will e-mail the link to all FT faculty for those who wish to apply.

III. **Salary Reclassification**

Garth Schultz – is a Visiting Assistant Professor in Counseling at RCC. He is requesting approval of his salary reclassification from D to E based upon completion of 15 semester units from San Diego State University in pursuit of his Masters in Science for Rehabilitation in Counseling. Garth submitted his professional growth plan on 1/31/13 for the 2/21/13 meeting. His plan was approved on 3/7/13. He had completed the following courses before approval of his plan:

ARP-743	Fieldwork in Rehabilitation (10/14/12)	3.00
ED-690	Methods of Inquiry (2/4/13)	3.00
ARP-744	Practicum in Rehab (2/4/13)	3.00
ARP-615	Multi-Cultural Counseling	3.00
ARP-680	Seminar in Admin & Rehab	3.00

Motion – to approve Garth Schultz's salary reclassification from D to E MSC/Cramm/Banks/Unanimous

Nini Dyogi – is an Associate Professor of Nursing at RCC. She is requesting salary reclassification from G to H based on completion of 60 semester units and award of her Ph.D. in Nursing Education from Capella University.

Motion – to approve Nini Dyogi’s salary reclassification from G to H pending receipt of her official transcript/MSC/Kearn/Saxon/Unanimous

IV. Professional Growth

LaTonya Parker – is an Associate Professor of Counseling from MVC. She is requesting approval of her professional growth plan to pursue an Ed.D. in Organizational Leadership at Brandman University for the period September 2013 – September 2015 for a total of 57 semester units:

Year 1

EDOL 700	Transformational Leadership	3.00
EDOL 750	Writing for Research & Publication I	2.00
EDOL 705	Org. Communication & Conflict Management	3.00
EDOL 751	Writing for Research and Publication II	2.00
EDOL 706	Team and Group Dynamics	3.00
EDOL 752	Quantitative Research Methods	2.00
EDOL 707	Org. Theory and Development	3.00
EDOL 753	Quantitative Research Methods	2.00
EDOL 708	Strategic Thinking	3.00
EDOL 754	Qualitative Research Methods I	2.00
EDOL 709	Assessment, Evaluation & Accountability	3.00
EDOL 755	Qualitative Research Methods II 2	2.00

Year 2

EDOL 720	Creativity, Innovation & Sustainable Change	3.00
EDOL 780	Transformational Change Field Experiences	3.00
EDOL 721	The Ethics & Politics of Decision Making	3.00
EDOL 722	Diversity & Intercultural Aspects of Leadership	3.00
EDOL 790	Developing the Dissertation Prospectus	3.00
EDOL 723	Innovation in Resource Management	3.00
EDOL 724	The Leader as Change Agent	3.00
EDOL 791	Dissertation I	3.00
EDOL 792	Dissertation II	<u>3.00</u>

Total **57 sem units**

Motion – to approve LaTonya Parker’s professional growth plan MSC/Cramm/Banks/Unanimous

Nicole Abbate - is an Assistant Professor in Counseling at RCC. She is requesting approval of her professional growth plan to complete 18 semester units online through the University of La Verne related to further her education in her discipline and for advancement on the salary schedule. She will start class on 9/1/13.

EDUC 714Q	Student Learning and the Brain	3.00
EDUC 710C	The Multicultural Classroom	3.00
EDUC 714A	Personal Motivation & Maintaining a Positive Attitude In the Classroom	3.00
EDUC 713J	Motivating Student Who Don’t Care	3.00
EDUC 712N	Teaching the Latino Student	3.00
EDUC 716X	Child Growth and Development: Current Research	<u>3.00</u>

TOTAL: **18 sem units**

Motion – to approve Nicole Abbate’s professional growth plan/Kearn/Banks/vote: 2 ayes/3 abstentions (needed a majority vote of 3 to pass)

Discussion followed. The question was raised that these courses appear to be CE courses not graduate courses. A precedent was set in our meeting of May 30th when the committee approved professional growth plans for five counselors for the same type of courses from La Verne University.

2nd Motion – Tammy and James withdrew the first motion and tabled until further research/MSC/Kearn/Banks/Unanimous

The following response was sent to Nicole on 9/17/13: The PG & SL Committee reviewed your professional growth plan and they acknowledged that they have approved professional growth plans for faculty using the same educational institution, University of La Verne. However, the question was raised as to the true worth of a three unit course and a possible misunderstanding

of the nature and rigor of the coursework. The committee's decision is on hold until further research can be done before making a final decision.

Doug Finfrock – is an Assistant Professor in Kinesiology at RCC. He is requesting approval of his professional growth plan to pursue his Masters Degree in Coaching and Athletic Administration at Concordia University, Irvine for a total of 36 semester units for the period November 2013 – February 2015:

(Required Courses - 20 units)

MCAA 510	Principles of Coaching & Leadership	4.00
MCAA 530	Ethics and Sport	4.00
MCAA 550	Research Methods & Analysis	4.00
MCAA 580	Legal Aspects of Sport	4.00
MCAA 595	Culminating Project	4.00

(Electives - 16 units required)

MCAA 520	Psychology of Coaching	4.00
MCAA 540	Sport Technologies	4.00
MCAA 560	Leadership & Administration	4.00
MCAA 561	Athletic Finance	4.00
MCAA 562	Facility Planning and Event Management	4.00
MCAA 568	Advanced Theories and Strategies for Coaching Soccer	4.00
MCAA 569	Adv. Theories & Strategies for Coaching Lacrosse	4.00
MCAA 570	Sport Medicine & Performance	4.00
MCAA 571	Adv. Theories & Strategies for Coaching Golf	4.00
MCAA 572	Adv. Theories & Strategies for Coaching Cross Country	4.00
MCAA 573	Adv. Theories & Strategies for Coaching Basketball	4.00
MCAA 574	Adv. Theories & Strategies for Coaching Football	4.00
MCAA 575	Adv. Theories & Strategies for Coaching Softball	4.00
MCAA 576	Adv. Theories & Strategies for Coaching Volleyball	4.00
MCAA 577	Adv. Theories & Strategies for Coaching Baseball	4.00
MCAA 578	Adv. Theories & Strategies for Coaching Water Polo	4.00
MCAA 579	Adv. Theories & Strategies for Coaching Wrestling	4.00
MCAA 585	Strength, Speed & Conditioning	4.00
MCAA 590	Concordia University Coaching Academy	4.00
MCAA 591	Athletic Director Institute	4.00

**Motion – to approve Douglas Finfrock's professional growth plan
MSC/Cramm/Banks/Unanimous**

Next Meeting:

**Thursday, October 3, 2013
12:50 -1:50
CCCconfer**