The Academic Senate

CITY COLLEGE OF SAN FRANCISCO
50 Phelan Avenue, Box E-202, San Francisco, CA 94112 ● (415) 239-3611 ● Fax (415) 452-5115
www.ccsf.edu/academic-senate ● email: asenate@ccsf.edu

Curriculum•Degree Requirements•Grading Policies•Program Development•Student Prep & Success•Governance
Accreditation•Professional Development•Program Review•Planning & Budgeting Processes• Others as agreed

CCSF Academic Senate Executive Council Official Minutes
Wednesday, 2013 October 23, 2:30–5:00pm
Chinatown North Beach Campus, CHNB 905

2013–2014 Council Members Present: Anna Asebedo, Monica Bosson, Steven Brown, Venette Cook, Matthew Duckworth, Beth Ericson, Donna Hayes, Vivian Ikeda, Lancelot Kao, Lillian Marrujo-Duck, Carole Meagher, Madeline Mueller, Suzanne Pugh, Lisa Romano, Karen Saginor, Fred Teti, Rosario Villasana, Ellen Wall, Laura Walsh, Debra Wilensky

2013–2014 Council Members Absent: Dayo Diggs, Wendy Kaufmyn, Kimberly Keenan, Suzanne Lo, Kitty Moriwaki, Francine Podenski, Carol Reitan

On Leave: Lou Schubert

Other Senate Members Present: Andrew King, Kristina Whalen

Guests: Jeffrey Lamb

I. Call to Order (2:41)

II. Adoption of Agenda

Resolution 2013.10.23.01 Resolution to Revise the Agenda

Resolved, that the CCSF Academic Senate amend the minutes to add under New Business Item F: a resolution requesting that our Senate President ask whether our Administration has written a letter in support of ACCJC, and if so, request that such a letter not be sent.

Moved: Karen Saginor; Seconded: Donna Hayes; MCU

Revised Agenda adopted.

III. Approval of Minutes
Minutes approved from 02 October 2013

IV. Public Comment

- The Theatre Arts and Music Departments were recognized for a presentation based on news reels from World War II.
- A flyer was distributed announcing the holiday sale in the horticultural department.

- World Languages Day was announced. There will be music and food at the Ocean Campus on November 12th.
- Concern was expressed again about moving the Counselors out of Conlan Hall.

V. Officers' Reports

President Fred Teti reported: (Appendix A)
- Based on concerns expressed at the last Council meeting, the language referring explicitly to copyright infringement has been removed from the Rules of Student Conduct.
- Informal meeting notes are now being published on the Academic Senate website.

First Vice President Karen Saginor reported: (Appendix B)
- The Participatory Governance Meeting informal notes have been posted.
- Official meeting notes are being published in a more timely fashion.
- Concerns about completing Road Map items on time were taken to the Accreditation Committee. The Road Map has been recently updated.
- Resource members for the Curriculum Committee are needed to help with technical review.
- The Officers met with the Special Trustee to discuss Collegial Consultation. Two examples of Collegial Consultation were drafted as a starting point. The draft was sent to representatives of the ASCCC for feedback.

Second Vice President Rosario Villasana reported:
- The Educational Master Plan meeting has changed to every other Monday in MUB. A request for proposals went out. The scope of the project was scaled back to cut costs. The requests for proposals are on the Board agenda for tomorrow.

Secretary Marrujo-Duck reported:
- The CA State Student Success Conference was attended. The purpose of the conference was to discuss data, methods, and sample best practices for improving student success.

VI. Committee Appointments (Appendix C)

Resolution 2013.10.23.02 Resolution Appointing Faculty to Limited and Unlimited Committees

Resolved, that the CCSF Academic Senate appoint the faculty nominated to limited and unlimited committees by the Committee on Committees as listed in Appendix C.

Moved: Monica Bosson; Seconded: Debra Wilensky; MCU

VII. Unfinished Business
A. Accreditation Items

1. Progress Report

- Saginor and Teti spoke with ALO Momjian regarding Road Map progress. Adjustments are being made to target dates and comments for some sections. Saginor will provide a written report on items of ongoing concern.
- Last Monday the Contingency Plan was made public on the CCSF website. A report in the Chronicle focused on the possibility that other colleges would take CCSF students if necessary.

2. ASCCC Accreditation Committee Visit Outcomes

- The ASCCC is offering to help CCSF faculty with accreditation issues. We were informed that outside of CCSF, faculty were being represented in the press as the 'bad guys' in accreditation. Council discussed faculty's accreditation work:
  - There is general agreement that our SLO process is outstanding.
  - Our program review process is improving.
  - Faculty are performing very well on the Roadmap items for which they are responsible.
  - We do need help with governance issues, especially in improving the working relationship with Administration. Our current Administration has not consistently engaged in productive communication.
- Some discussion outcomes:
  - We will soon have a new chancellor who might offer opportunities to build better communication.
  - The new VP of Academic Affairs has already called Fred, asked to meet, and plans to attend some Senate meetings.
- Some "getting folks to talk" events are under consideration:
  - A December 6th retreat of students, Classified, administration, and faculty.
  - A follow up with additional faculty on Flex day in January.
- Council members pointed out that representatives from DVC who visited last year explained that they had the cooperation of their Administration in restoring their full accreditation.
- Council members referenced 750 pages of evidence against ACCJC complied for the third party complaints and legal actions and the support of the city attorney as proof that ACCJC is at fault.

3. Draft 2015 Standards from ACCJC Workgroup

- At the Accreditation Liaison meeting, presenters shared a draft of the new standards. We have the opportunity to review them and provide some feedback.
- Teti referred the Council to the second page of his report (Appendix A).
- The new standards weaken support for equity and diversity. One change is that in the old standards they required "respect" for diversity, the new standards say "understand" diversity.
- Saginor asked Council to approve a resolution for consideration by the State Academic Senate. A draft of the resolution to be proposed to the State Academic Senate was presented, with the understanding that it would receive further editing:

Resolution 2013.10.23.03 Resolution in Support of Diversity and Student Equity in Accreditation Standards

Resolved, that the CCSF Academic Senate endorse a resolution for ASCCC Plenary urging ACCJC to provide standards with stronger requirements for colleges to actualize the principles of student equity and foster respect for diversity.

Moved: Venette Cook; Seconded: Steven Brown; MCU

VIII. New Business

A. Resolution recommending new Political Science ADT to the Board

Resolution 2013.10.23.04 Resolution recommending new Political Science ADT to the Board

Resolved, that the CCSF Academic Senate recommend for approval by the Board of Trustees the new Associate Degree for transfer in Political Science, as recommended to us by the College Curriculum Committee.

Moved: Monica Bosson; Seconded: Suzanne Pugh; MCU

B. SLO Committee report on August 31st reporting data

Kristina Whalen reported on SLO assessment processes:

- Three new reports are available:
  1. Assessment Plan 2013-2014: http://tinyurl.com/mmh5y2y
     This report includes a new 3-year benchmark assessment cycle for all SLOs.
  2. Summary Report from Aug. 31st forms: http://tinyurl.com/kwqvh5y
     This report summarizes a sample analysis of CCSF SLO reporting. Results were overwhelmingly positive. Faculty are doing a great job. Many courses use multiple assessments.
  3. Evaluation Report from Aug. 31st forms: http://tinyurl.com/lochk42
     This report summarizes an evaluation of the reporting process. More faculty are participating in SLO reporting. The work of assessment is spreading across the college. There will also be a new software package for assessment reporting.

C. Welcome new Administrator: Jeffrey Lamb, Dean of the School of English and Foreign Languages

Jeffrey Lamb introduced himself and described some of the work he has been involved in:

- He was a senate president and VP at Solano college and involved in Basic Skills there. He helped Solano move off Show Cause.

D. Basic Skills Committee and BSI Funding

- Dean Lamb reported that the Basic Skills Committee is being revived. New goals are being created that will be connected to Program Review and to the allocation of funds. The Basic Skills Committee will bring a proposal with the new goals back to the Academic Senate for a recommendation.

- Council members expressed concern for the long history of basic skills work at CCSF. This work and the goals of the previous committee need to be considered in the future work of the committee.
- Dean Lamb agreed to come back to the senate with some finessed language for us to consider on 11/6.

E. Resolution against a letter of support for the ACCJC:

Resolution 2013.10.23.05 Resolution Requesting that the District Leadership not Express Support for the ACCJC

Resolved, that the CCSF Academic Senate direct the President to ask the Chancellor, the Special Trustee, or the Accreditation Liaison Officer, or designees:

(1) Has the ACCJC asked you for a letter of support?
(2) If so, have you sent such a letter?; and

Resolved, that if the answers are yes to (1) but not to (2), then the CCSF Academic Senate direct the President to request that neither the Chancellor, the Special Trustee, the Accreditation Liaison Officer, nor any designee send such a letter.

Moved: Ellen Wall; Seconded: Anna Asebedo; MCU

IX. Reports

- Professional Development: Clarification is needed on how to apply for professional development funds.

X. Open Forum

- A march on October 31st in support of CCSF was announced.
- A newspaper article from Boston regarding the CCSF chancellor candidates was shared.
- The efforts of the art faculty and students in the art show down at Fort Mason were recognized.

XI. Adjournment (5:02)

Appendix A:

President's Report 2013–10–23

Puttin' the NB in CHNB

Past Meetings/Events include

- 2013–10–02: Executive Council meeting
- 2013–10–03: (part of) Enrollment Management
- 2013–10–05: AGS Advisory Board meeting (which I mention only because I got the Board to pass a resolution supporting our accreditation efforts)
- 2013–10–07: Basic Skills
- 2013–10–07: Chancellor candidate forum
- 2013–10–08: Officers meeting
- 2013–10–09: Chancellor candidate forums
- 2013–10–10: Review of Closure Report
- 2013–10–14: Student Affairs appeal hearing
- 2013–10–15: Officers meeting
- 2013–10–15: Accreditation Committee (after getting lost)
- 2013–10–16: Meeting with the officers and Trustee Agrella
- 2013–10–16: Bipartite
- 2013–10–17: PGC
- 2013–10–18: Area B Meeting
- 2013–10–21: Crisis Management Team
- 2013–10–21: Education Policies Committee
- 2013–10–22: Officers meeting

Upcoming non-local meetings

ASCCC Plenary Session, November 7--9

Draft Job Announcements reviewed (some with suggested changes)

- LVN Cert, Nursing Asst. [PT]
- ESL [PT]

Crisis Management Team

- Vice Chancellor Naples will meet with the City to discuss the timing of the traffic lights at the crosswalk between Conlan Hall and the MUB.
- DSPS Chair Muriel Parenteau is updating the recommended accommodation statement for syllabuses. She is also working on a broken-elevator protocol so people in wheelchairs aren't left unattended.
- Dean Santos continues to update the Rules of Student Conduct. The Team likes the idea of hot links to Ed Code etc. They also agreed to remove explicit references to "copyright infringement" while leaving the references to plagiarism.

Administrator Search Committee Update

- Several Senate appointees to administrator search committees have reported non-collegial treatment by HR. The officers have brought these concerns to Trustee Agrella's attention.
- It has happened that HR asked me for two faculty names for search committees whose composition requires only one. The officers showed my evidence to Trustee Agrella and he agreed that the over-appointments were not my fault.

- Using the mistaken over-appointments as precedent, HR has tried to appoint a second SEIU-represented Classified member to the Assoc. Dean of Instructional Support Services search committee. The faculty on that committee are protesting.
- I emailed Clara last week asking to meet and discuss this; she has not yet answered.

The Proposed New ACCJC Standards

- There are some good features.
  + There is a new under-standard called "Academic Quality" (but see below).
  + The current standards have under-standards three levels deep. The new standards go only two levels deep. For example, the current II.A has 8 under-standards (with Hindu-Arabic numeral labels) with myriad items a level deeper (with lowercase letter labels). The proposed new II.A has 21 under-standards but no level below them.
  + In the proposed new standards, all language requiring responses is at the bottom level (the Hindu-Arabic numerals). The current standards had such language at all levels (including the Roman numerals and the lettered levels), which was imperfect.
  + The new added language usually uses "*en*sure" instead of "*as*sure".
  + Life-long learning (currently II.A.3.b) is still mentioned (new II.A.17).
- There are some poor features.
  + The new Academic Quality section (I.B) is mostly lip service. There's lots of talk about assessing outcomes but not about the outcomes' quality. (I.e., an institution could do an outcomes-assessment, discover that its students have learned *nothing*, and still meet the standard.)
  + The new I.B.1 and I.B.2 are about developing and assessing outcomes for instruction and support services. It is not clear how the responses here would be any different from those for II.A and II.B.
  + The new I.C.13 says, essentially, that institutions must obey the Commission's every whim.
  + The current II.A.2.b, "The institution relies on faculty expertise…to identify competency levels…" is replaced with the weaker II.A.2, "Faculty accept responsibility for ensuring that…instruction meet[s] generally accepted academic and professional standards."
  + The new II.A.5 says that all syllabuses must include the courses' official SLOs. Surely a reference to the SLOs and a web-link are sufficient. (In my discipline, the students don't even know the meanings of the words used in the SLOs until much later in the semester.)
  + New III.A.8—10: Notice that the number of faculty and staff need be merely "sufficient" while the number of administrators must also be "stable".
  + The new III.D.15 requires adherence to Title IV, thus increasing the Commission's status as a federal watchdog.
  + Where the current IV.B addresses the "chief administrator" or "the president", the proposed new IV.B talks about the "chief executive officer" or the "CEO".
  + The proposed new IV.B.4 says "The CEO has primary responsibility for accreditation…"
  + The current IV.B.1.a ("…the board…acts as whole…") is strengthened to the new IV.C.8, "Once the board reaches a decision, all board members act in support of the decision."
- (This is just MNSHO) The standards stifle creativity in management structures. They require the corporate model board-CEO-administration-labor structure. A college that wishes to experiment with a more enlightened model is automatically ineligible for accreditation.

Appendix B:

October 23, 2013
Report of First Vice President of the Academic Senate
Karen Saginor, ksaginor@ccsf.edu

Past Meetings and Events
October 2. Committee on Committees.
October 2. Academic Senate Executive Council meeting.
October 3. Enrollment Management Committee meeting.
October 3. Planning Committee meeting.
October 7. Basic Skills Committee Meeting.
October 9. Chancellor Candidate Forums.
October 11. Drop in/Call in with Phil Smith and Katie Townsend-Merino (Yes, on the holiday!)
October 15. Accreditation Committee.
October 16. Officers meeting with Special Trustee.
October 16. Bipartite meeting.
October 17. Participatory Governance Council
October 18. Area B meeting.
October 21. Ad Hoc Education Master Plan Committee.
October 23. Meeting with AVC Gohar Momjian concerning Road Map Progress.

Notes, Reports and Drafts.
Thanks to Carole Meagher and Kim Ginther-Webster for notes on Participatory Governance committee meetings, which I posted the next day.
http://www.ccsf.edu/Organizations/Academic_Senate/EnrollmentManagementNotes131003.pdf
http://www.ccsf.edu/Organizations/Academic_Senate/PlanningNotes131003.pdf
Informal Notes Concerning the Closure Report (compiled notes from Fred Teti and myself with input from Chuen Chan, Gohar Momjian, and Sally Montemayor-Lenz http://tinyurl.com/lmeh6tb
Questions and comments about the Road Map - a table of road map actions that appear to be behind schedule plus assorted questions and concerns, provided to AVC Gohar Momjian.

Committee Wrangling Activities
Committee Vacancy List updated and posted (several times).
Appointment letters sent interoffice to 30 appointees, re-appointees and committee chairs.
Emailed notices of appointments expiring and solicitation of requests for reappointment to 72 faculty members (chairs cc'd)
Meeting set for Faculty Professional Development Committee and guidance provided to facilitators (I could not attend meeting myself). CTE committee draft received October 3rd. Revision suggestions sent.
Multiple committee descriptions updated
Google Calendar (maintained by Jacques Arceneaux) embedded in Academic Senate pages.

Information about Basic Skils Funding Issues (will reach the Executive Council in the future:
BASIC SKILLS FUNDING: *Information compiled after October 7 Basic Skills Committee meeting. The goal is for an explicit, up front process to be used for funding Basic Skills activities with Basic Skills Initiative (BSI) money. I say explicit, because BSI funding is allocated to Basic Skills activities* ***now****, but it is somewhat behind the scenes. The money is spent appropriately, but the decisions to use BSI funds instead of unrestricted funds hasn't been made in the program review/budget development process.*

The Program Review forms for this year has a space for each project to be identified as:

Eligible for Basic Skills Funding? Y/N %

along with

Eligible for Perkins Funding? Y/N %

At this point, there is no particular mechanism in place for projects to be evaluated as to whether they should or should not be funded from BSI funds as opposed to unrestricted funding.

The Basic Skills Committee is engaged in refining Basic Skills goals -- these would be the goals of the Committee AND proposed as the goals of CCSF. The Committee will send the goals proposal to the Academic Senate.

The Basic Skills Committee will propose a **set of criteria** to be used to evaluate whether a specific project should be funded using BSI funding. These criteria will be consistent with current criteria for Program Review projects, and BSI funding guidelines set by the state. The Committee will send the proposed criteria to the Academic Senate and to the Planning Committee. The Academic Senate will make a recommendation about BSI Funding criteria. Perhaps this can happen in time for the Vice Chancellors to consider using these criteria when they make funding allocations in the Spring.

The foundations for the role of the Academic Senate and its Basic Skills committee in BSI funding are:

- Accreditation Standard IV.A.2.a. "Faculty and administrators have a substantive and clearly defined role in institutional governance and exercise a substantial voice in institutional policies, planning, and budget that relate to their areas of responsibility and expertise. Students and staff also have established mechanisms or organizations for providing input into institutional decisions."
- CCSF Board Policy 2.08 based on Title 5 § 53200 gives Academic Senates responsibilities for making recommendations concerning (inter alia) (4) educational program development; (5) standards or policies regarding student preparation and success; (8) policies for faculty professional development activities; (9) processes for program review; (10) processes for institutional planning and budget development;
- The CCC Chancellor's office requires the signature of the Academic Senate President for the college to receive BSI funding. (surely not meant to be a rubber-stamp?)

Members of the Basic Skills Committee would like to have a more active role in the funding process, not just proposing the criteria to be used, but also evaluating whether particular projects meet those criteria -- similar to the role of the CTEA subcommittee in approving Perkins Grant funding. This is not possible. Perkins is an exception to the general rule that funding evaluation is done by administrators -- the deans evaluate and assign numerical scores to the projects for their schools -- those scores are reviewed by the Associate Vice Chancellors -- recommendations about which projects to actually fund are made by the Vice Chancellors -- to the Chancellor who makes final decisions as authorized by the Special Trustee. That's the current process.

The Planning Committee hopes to introduce two changes in this year's process: 1) mechanisms to ensure that deans discuss program reviews and project scores with departments; 2) increased transparency by allowing observers from the constituencies groups (Planning Committee members?) to be present at the meetings at which the Vice Chancellors develop funding recommendations.

Immediate time-table for the proposal of criteria for BSI funding.

- Basic Skills Committee will finalize a set of criteria at their next meeting (on October 23rd??)
- Basic Skills Committee Chair Andrew King will send criteria by email to Pres. Fred Teti. If received by October 30, then they could be recommended at Nov. 6 Academic Senate Executive Council meeting. If received by early morning of Nov. 6, then could be introduced at Nov. 6 meeting, but not voted on for recommendation at that meeting.
- Unless Nov. 6 approval is required to meet a deadline elsewhere, Academic Senate Executive Council can conclude review and make recommendation at November 20th meeting.
- Criteria will be reviewed by Planning committee in November or December.

DRAFT Informal Notes on the ASCCC Area B meeting, October 18, 2013 DeAnza College

Updates from President Beth Smith and others:

The passage of Prop 30 passage means improved funding. However, in the past, 2/3 of community college funding came from the general fund, and 1/3 from property taxes, student fees and other sources that are less dependable. This year, 1/3 comes from the dependable general fund, and 2/3 from less dependable sources.

Governor Brown signed AB955 – with a pilot for two tiered funding for intersession courses. Long Beach City College will participate in the pilot, perhaps one other college will also participate, other colleges have backed out.

SB 440 which follows up on SB 1440 (transfer degrees) with additional requirements, including 4 additional TMC's in areas of emphasis.

AB 86 Non-Credit and Adult Ed roll out – the first two years are for planning grants. After two years, the promise is there will be more money for implementation.

The theme of fall Plenary will be looking to be proactive about responding to "bright shiny objects," such as MOOCs. MOOCs already appear to be fading, but what will come next?

ACCJC representatives are coming to Fall Plenary to vet new proposed standards as lunchtime event. ASCCC doesn't yet have draft of the proposed standard to share with the field. ASCCC is working with AAUP about regional accreditation/peer review.

ACCJC asked community college CEOs to write letters in support of ACCJC. It is appropriate for your Academic Senate President to ask your CEO whether s/he submitted a letter of support. If you haven't talked to your CEO about this, you should.

The value of General Education Requirements is now being questioned. The ASCCC February Institute will be about GE requirements. ASCCC has been working to get funding identified to implement open source textbooks for 50 courses, required by legislation. It now appears that 1/2 of the funding will come from the legislature, 1/2 from Hewlett Packard and the Gates foundation.

The two year cycle for the disciplines list is restarting. Now is the time to start work on adding or changing state-wide minimum qualifications for teaching courses in particular disciplines.

Regional leadership meetings – there will be one held at Laney in November, another at Chabot in the Spring.

Spring Area B meeting will be on March 21st in Las Positas, Spring Plenary will be April 10-12.

Area B reviewed draft resolutions that will be under consideration at ASCCC Plenary and proposed amendments to them. Find them online at: http://www.asccc.org/fall2013/resolutions

A copy was passed around of the Faculty Obligation Numbers (FON) = number of full-time faculty each district is required to employ. The numbers for CCSF:

	Fall 2011	Fall 2012	Fall 2013	Fall 2014
Calculated Advance	483.8	555.8	467.8	
Calculated P-2	552.8	467.8	477.8	
Compliance Final	483.8	467.8	467.8	
Projected				473.8

Appendix C:

Committees with Limited Membership				
Ad Hoc Ed Master Plan	Dewar, Cynthia	C	Distance Education	New Appointment
Concert and Lecture	Kamatani, Pamela	C	Music	Resource Appointment
Curriculum	Brown, Lori	C	Library Services	Resource Appointment
Curriculum	Hayes, Donna	C	Counseling	Resource Appointment
Distance Learning	Devlin-Clancy, Maura	C	CNIT	Reappointment
Distance Learning	Kitchin, Deborah	C	Business	Reappointment
Distance Learning	Lim, James	B	Library Services	Reappointment
Distance Learning	Podenski, Francine	C	Broadcast Media Arts	Reappointment
Honors Issues	Hege, Linda	C	Business	New Appointment
International Ed Advisory	Garcia, Ana Rita	C	Foreign Languages	Reappointment
International Ed Advisory	Gelera, Don"Rico"	C	Counseling Services	Reappointment
International Ed Advisory	Inomata, Kimiyoshi	C	Foreign Languages	Reappointment
International Ed Advisory	Kitchin, Deborah	C	Business	Reappointment
International Ed Advisory	Liang, Yi	C	Library Services	Reappointment
International Ed Advisory	Liss, Jeffrey	C	English	Reappointment
Info Tech Advisory	Dewar, Cynthia	C	Distance Learning	New Appointment (was Resource)
Info Tech Advisory	Persiko, Craig	C	Computer Sciences	Reappointment
Info Tech Advisory	Reitan, Carol	C	Foreign Languages	Resource Reappointment
Transfer Issues	Hayes, Donna	C	Counseling Services	Reappointment
Transfer Issues	Hom, Grace	C	Counseling Services	Reappointment
Committees with Unimited Membership				
Basic Skills	Leyton, Alexandria	C	English	Reappointment
Basic Skills	Smith, Kristin	C	English	New Appointment
Career Tech Ed	Burt, Tracy	C	Child Development/Family Studies	Reappointment
Career Tech Ed	Cataldo, Beth	C	Graphic Communications	Reappointment
Career Tech Ed	Devlin-Clancy, Maura	C	CNIT	Reappointment
Career Tech Ed	Dudley, Minda	C	LVN	New Appointment
Career Tech Ed	Ferreira da Silva, Claudia	C	CNIT	Reappointment
Career Tech Ed	Guichard, Margaret	C	Health Care Technology	Reappointment
Career Tech Ed	Skinner, Janey	C	Health Sciences	Reappointment
Career Tech Ed	Stevenson, David	C	Graphic Communications	Reappointment
Non-Credit Issues	Lopez, Susan	N	ESL	New Appointment
Non-Credit Issues	McPeters, Melissa	N	Transitional Studies	Reappointment

Scholarship	Liu, Scarlett C.	C	EOPS	Reappointment
Scholarship	Miles, Amy	C	English	New Appointment
Scholarship	Yee, Edna	C	Student Health Services	Reappointment
Sustainability	Gorthy, Michelle	C	Speech	Reappointment
Sustainability	Levy, Deborah	C	ESL	Reappointment
Sustainability	Zanetto, Jana	C	ESL	Reappointment
TLTR	Reitan, Carol	C	Foreign Languages	Reappointment
Works of Art	Arack, Patricia	C	ESL	Reappointment
Works of Art	Razumova, Inna	C	Art	Reappointment