

PROFESSIONAL GROWTH AND SABBATICAL LEAVE COMMITTEE
February 21, 2013
12:40 - CCCconfer
MINUTES (AMENDED)

Present: Sylvia Thomas, Admin Co-Chair; Ken Cramm, Faculty Co-chair; James Banks; Celia Brockenbrough; Michael Cluff; Gwen Yount

Absent: Kathleen Saxon (voted by proxy)

I. **Approval of 2/21/13 minutes – MSC/Banks/Brockenbrough/Unanimous**

Future meetings to be held during college hour: 12:50 – 1:50 p.m.

II. **Information Only**

- Revisions to AP 7160a - Mike will have his revisions to paragraphs II.4 and II.6 by next week. Debbie will e-mail his revisions to the committee for their final approval.
- **Revision to II.B.1** – Professional publications are defined as “a *textbook*”, compilations, ...
- The next step would be to send the final version of AP 7160a to Ruth Adams to vet to the appropriate Governance group.
- Future agenda items – (1) committee to develop operational guidelines for PG & SL
(2) establish a rubric to determine what qualifies as a unit per AP 7160a II.B.2.

III. **Professional Growth**

Garth Schultz – is a Visiting Assistant Professor in Counseling at RCC and he is requesting approval of his professional growth plan to pursue his Masters in Science for Rehabilitation Counseling at San Diego State University/Interwork Institute for the period July 2012 – October 2014 by completing 45 semester units:

ARP 743	Fieldwork in Rehabilitation	3.00
ED 690	Methods of Inquiry	3.00
ARP 744	Practicum in Rehabilitation	3.00
ARP 615	Multi-Cultural Counseling	3.00
APP 645B	Assessment and Vocational Development	3.00
ARP 687	Placement Practices of Individuals with Disabilities	3.00
ARP 740	Seminar in Admin/Rehab	3.00
ARP 648	Group Dynamics in Rehab	3.00
ARP 744	Advanced Practices in Rehab	3.00
ARP 680	Seminar in Admin & Rehabilitation	3.00
ARP 607	Applications of Rehab Technology	3.00
ARP 745A	Internship	3.00
ARP 710A	Seminar Organizational Development	3.00
ARP 745B	Internship	3.00
ARP 710B	Program Development	<u>3.00</u>
	Total	45 semester units

Concern: Garth is categorically funded and PG & SL’s purview is to approve professional growth plans for faculty on the tenure track. The committee didn’t feel they should approve Garth’s plan because it’s not within the normal purview of PG & SL. They would support and encourage him in his academic endeavors and would be willing to reconsider if it does fall under their purview in the future. It was suggested that Sylvia contact Human Resources to get their feedback and see whether or not it would even benefit Garth as he is pursuing his second Masters.

The precedent back in December of 2008 was a *salary reclassification* was approved for Rolando Regino. He was hired in August 2008 as a visiting assistant professor for English at MVC. He was currently in the doctoral program at Capella University for Education. He was awarded his Ph.D. on December 31, 2008 and submitted his reclassification at that time. The committee approved his salary reclassification based on the award of his Ph.D.

Sylvia Thomas met with the District Senate and had the opportunity to provide an update on the recent work that PG&SL has been conducting. The subject of approving professional growth plans for non-tenure track faculty members was discussed. A decision was made that PG&SL

should consider such submissions and make a decision for approval based on the merits of the proposal.

Motion – to approve Garth Schultz’s professional growth plan/**MSC/Saxon/Yount/Unanimous**
Email vote: 5 ayes

III. **Salary Reclassification**

Ernesto Reyes – is an Associate Professor of Mathematics at RCC. He is submitting his salary reclassification to move from D-10 to E-10 in pursuit of his Ed.D. in Educational from California State San Bernardino based on completion of 12.73 semester units, plus 1.75 carryover units and 1.00 unit above his Masters which totals 15.48 units:

EDUC 709	Diversity and Equity in Educational Administration	2.68
EDUC 720	Advanced Quantitative Methods	2.68
EADM 738	Assessment & Evaluation	3.35
EDUC 702	Foundations & Leadership	3.35
EDUC 790	Research Seminar	.67
		<u>12.73</u>
Plus	Carryover units	<u>2.75</u>
	Total	15.48

Motion – to approve/Banks/Cluff

Motion tabled - pending clarification of the one unit above his Masters. Ernesto Reyes was hired with 2.00 carryover units on file. His first reclassification in October 2012 left him with an additional 1.75 carryover units. He is using 2.75 carryover units for this reclassification leaving him with 1.00 carryover unit for his next reclassification.

Amended Motion – A vote was taken by e-mail to approve Ernesto Reyes’s reclassification
Vote: 5 ayes/ Motion Passed/Unanimously

Next Meeting Date:

Thursday, March 7, 2013

Meeting Adjourned – 1:20 p.m.