

**METROPOLITAN STATE COLLEGE *of* DENVER  
BOARD OF TRUSTEES**

**VIA CONFERENCE CALL**

**Wednesday, August 3, 2005**

**8 a.m. – 12 noon**

Central Classroom 301

Auraria Campus

**AGENDA**

**I. CALL TO ORDER**

**II. APPROVAL OF MINUTES**

A. June 1, 2005, Board Meeting Minutes

B. July 13, 2005, Teleconference Board Meeting Minutes

**III. CONSENT ITEM**

A. Personnel Items

**V. PERSONNEL/INFORMATION ITEM - *(Requires no approval by the Board of Trustees)***

A. Personnel Actions Delegated to the President

**VI. PUBLIC COMMENT**

**VII. EXECUTIVE SESSION**

The Board may convene into Executive Session for the purpose of discussing personnel matters in accordance with 24-6-402(3)(b)(I), C.R.S., or to possibly confer with the Board's attorney to receive specific advice on legal questions in accordance with 24-6-402(3)(a)(II), C.R.S.

**VIII. ADJOURNMENT**

**METROPOLITAN STATE COLLEGE *of* DENVER  
BOARD OF TRUSTEES**

**ANNUAL MEETING**

**Wednesday, June 1, 2005  
8 a.m. – 12 noon  
Tivoli Student Union Room 320  
Auraria Campus**

**MINUTES**

**I. CALL TO ORDER**

The meeting was called to order at approximately 8:10 a.m. by Chair Benson.

**Board of Trustees Present:**

Trustee Bruce Benson; Trustee Gin Butler; Trustee Alex Cranberg; Trustee Maria Garcia Berry (EXCUSED); Trustee Mark Martinez; Trustee John Osborn; Trustee Adele Phelan; Trustee Ann Rice; Trustee Sean Tonner; Faculty Trustee Gene Saxe; Student Trustee Stephen Hay

**Metro State Personnel Present:**

John Beuchner, Interim President; Teri Bokn, Executive Assistant to the President; Joan Foster, Interim Vice President for Academic Affairs; Natalie Lutes, Interim Vice President for Administration and Finance; Karen Raforth, Interim Vice President for Student Services; George Middlemist, Interim Vice President for Information Technology; Lee Combs, General Counsel, Percy Morehouse, Executive Director of Equal Opportunity; John Cochran, Interim Dean, School of Business; Sandra Haynes, Interim Dean, School of Professional Studies; Kenneth Keller, Interim Dean, School of Letters, Arts & Sciences; Hal Nees, Faculty Senate President; John Schmidt, Chair, Council of Chairs; Cathy Lucas, Interim Assistant Vice President for College Communications; Yvonne Flood, Council of Administrators Chair; Vonda Knox, Classified Staff Council President; Diane McAllister, Foundation; and others.

**II. APPROVAL OF MINUTES**

A. May 4, 2005, Board Meeting Minutes: It was moved and seconded to approve the minutes of the May 4, 2005, Board meeting. The motion passed unanimously.

### III. REPORTS

- A. MSCD Board: Chair Benson welcomed Brian Glotzbach as the recently elected Student Trustee and thanked Student Trustee Hay and presented him with a plaque of appreciation. He reported that the Foundation Board was hosting a reception to welcome Dr. Jordan on June 13. He reminded everyone that there will not be a Board meeting in July and that the Capital Development Committee had toured campus. He concluded with an update of Amendments C&D; the Economic Recovery Act, and how critical they are to Metro State.
- B. AHEC Board: Trustee Rice - There was no report for the AHEC Board.
- C. Interim President: Dr. John Buechner reported that he had been focusing on a smooth transition for President Jordan's arrival. He recommended that Item A under the Consent Items be postponed until a later meeting and the Board agreed. He concluded by giving an update on the request to extend the contract with Metro Academy at Lookout Mountain and recommended not to extend the contract and the Board agreed.
- D. Student Government: Student Trustee Hay reported on the climbing wall opening at the Events Center and both the men's and women's tennis teams advanced to the RMAC tournament as well as the men's baseball team which placed 4<sup>th</sup>. The Student Government elections are completed although some results are still contested. He thanked the administration for their support of the Student Government's request for autonomy. He concluded with final remarks and thanked the Board for their support during his time as Student Trustee.
- E. Finance Committee: Trustee Cranberg – There as no report from the Finance Committee.
- F. Task Force on International Students: Trustee Cranberg – there was no report from the Task Force on International Students.
- G. Faculty Senate: Dr. Hal Nees, President, reported that although, the Executive Committee of the Faculty meets during the summer, the Faculty Senate does not, so there was not much activity.
- H. Council of Chairs: Dr. John Schmidt, Chair, gave an update on the progress of the curriculum modifying/streamlining process.
- I. Legislative: Mary Marchun from the Capstone Group, gave an overview of the end of session legislation and the items that effected Metro State. General Counsel Lee Combs will help to prepare information for College employees concerning legal prohibitions against the use of state facilities and resources to support or oppose a ballot proposition such as Referenda C and D.

#### IV. CONSENT ITEMS

- A. Changes to the Handbook for Professional Personnel (*Mr. Lee Combs, General Counsel*)

This item will be postponed to a later meeting.

- B. Proposed Hospitality Meeting and Travel Administration Study Abroad Course: Cruise Tourism - Caribbean Caves and Caldrons (*Dr. Joan Foster, Interim Vice President for Academic Affairs*)
- C. Personnel Items

It was moved and seconded to approve items B and C of the Consent Items and to include hiring summary reports with the Personnel Items in the future. The motion passed unanimously.

#### V. ACTION ITEMS

- A. Oath of Office for Board of Trustees: Mr. Lee Combs, General Counsel, administered the Oath of Office to Trustee Phelan, Trustee Martinez, Faculty Trustee Saxe and Student Trustee Glotzbach.
- B. Election of Board Officers: It was moved and seconded that Chair Benson continue as Chair, Vice Chair Rice continue as Vice Chair, President Jordan become Secretary, Interim Vice President for Administration and Finance, Natalie Lute continue as Treasurer, Trustee Garcia Berry be appointed to represent the Board on the Auraria Board, and Student Trustee Glotzbach continue Student Trustee Hay's positions on the Finance and International Student committees. The motion passed unanimously.
- C. 2005-2006 Board Meeting Calendar: It was moved and seconded to approve the 2005-2006 Board Meeting Calendar as submitted. The motion passed unanimously.
- D. Proposed Fiscal Year 2006 MSCD Operating Budget: Ms. Natalie Lutes, Interim Vice President for Administration and Finance, gave an overview and answered questions. It was moved and seconded to approve the proposed FY2006 MSCD Operating Budget. Trustee Cranberg expressed concern about if Amendment C did not pass. The motion passed unanimously.
- E. Amendment to Appointment of Acting President Buechner: It was moved and seconded to extend Dr. Buechner's contract to June 30 with an additional \$4000. The motion passed unanimously.

#### VI. PERSONNEL/INFORMATION ITEM - (*Requires no approval by the Board of Trustees*)

- A. Personnel Actions Delegated to the President

**VI. PUBLIC COMMENT**

There was no public comment.

**VII. EXECUTIVE SESSION**

The Board may convene into Executive Session for the purpose of discussing personnel matters in accordance with 24-6-402(3)(b)(I), C.R.S., or to possibly confer with the Board's attorney to receive specific advice on legal questions in accordance with 24-6-402(3)(a)(II), C.R.S.

There was no Executive Session.

**VIII. ADJOURNMENT**

At approximately 8:42 a.m., it was moved and seconded to adjourn the meeting. The motion passed unanimously.

**METROPOLITAN STATE COLLEGE *of* DENVER**  
**BOARD OF TRUSTEES' EXECUTIVE SESSION**

**Wednesday, July 13, 2005**  
**3:30 p.m.**

**VIA TELECONFERENCE CALL**  
Central Classroom 315  
Auraria Campus

**MINUTES**

**I. CALL TO ORDER**

The meeting was called to order at approximately 3:35 p.m. by Chair Benson.

**Board of Trustees Present:**

Trustee Bruce Benson; Trustee Gin Butler; Trustee Alex Cranberg; Trustee Maria Garcia Berry; Trustee Mark Martinez (EXCUSED); Trustee John Osborn (EXCUSED); Trustee Adele Phelan; Trustee Ann Rice; Trustee Sean Tonner.

**Also present:**

John Sleeman, State Attorney General's Office; Lee Combs, General Counsel; Teri Bokn, Executive Assistant to the President

**II. EXECUTIVE SESSION**

The Board did not elect to convene into Executive Session because there were no significant legal issues after review of an advisory recommendation from counsel.

It was moved and seconded to approve the amendment of Shelia Kaplan's contract in accordance with the recommendation of counsel and to authorize the Board chair to finalize and sign the amendment. A point of clarification was raised and discussed. The motion passed unanimously.

**III. ADJOURNMENT**

At approximately 3:40 p.m., it was moved and seconded to adjourn the meeting. The motion passed unanimously.

**AGENDA ITEM:** Personnel

**ISSUE:** Report of personnel actions which have occurred since the last Board meeting of June 7, 2005.

**BACKGROUND:** Appointments which require approval by the Board.

**RECOMMENDATION:** It is recommended by Metropolitan State College of Denver that the Board of Trustees approve the following appointments:

**APPOINTMENTS**

Ms. Kaneshia L. Baynard, Assistant Professor of Secondary Education, \$45,000.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Dr. Ray Curran, Assistant Professor of Mathematics, \$41,000.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Dr. Scott A. DeMuro, Associate Professor of Human Services, \$55,070.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Dr. Frank Elston, Associate Professor of Finance, \$76,524.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Dr. Carlos Fresquez, Assistant Professor of Art, \$44,000.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Ms. Karen Jackson, Staff Psychologist, \$45,000.00 – August 1, 2005 through June 30, 2006 (ADMINISTRATIVE)

Dr. David Kish, Assistant Professor of Music, \$44,000.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Dr. Todd Laugen, Assistant Professor of History, \$40,500.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Mr. Steven Lee, Staff Psychologist, \$35,800.00 – August 1, 2005 through June 30, 2006 (ADMINISTRATIVE)

Mr. Kenneth Parsons, Associate Head Men's Soccer Coach, \$35,000.00 – July 1, 2005 through June 30, 2006 (ADMINISTRATIVE)

Dr. Gloria Schultz Eastman, Associate Professor of Teacher Education, \$55,286 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)

Dr. Teresa Unseld, Associate Professor of Art, \$60,000.00 - August 17, 2005 through May 13, 2006 (PROBATIONARY/FACULTY)



# Kaneshia Baynard

## Hiring Summary

### I. General Information

School: Professional Studies  
Department/Program: Teacher Education  
Name: Kaneshia L. Baynard  
Rank: Assistant Professor

### II. Need (Use Categories As Applicable)

Specialty/Courses: Spanish, Secondary Education, Curriculum and Instruction, ESL and Bilingual Education  
Faculty in Program: 26  
Percent CHP taught by full-time/part-time: 26/11 (TED)  
Other: \_\_\_\_\_

### III. Qualifications

#### A. Degree(s):

Degree:	Field:	College/University:
<u>M.A.</u>	<u>Educational Admin.</u>	<u>Governors State University</u>
<u>M.A.</u>	<u>Curriculum &amp; Instruction</u>	<u>National Louis University</u>
<u>B.A.</u>	<u>Secondary Education &amp; Spanish</u>	<u>Cornell College</u>

#### B. Teaching (including ratings as available and any Metro experience):

Experience in K-12 education (Illinois) and Charter School (Colorado)  
“Kaneshia’s communication skills are superb and her written materials and verbal explanations were clear and concise.” Helen Petach, PhD, Teacher, Peak to Peak Charter School  
“Ms. Baynard cares deeply about diversity and honoring differences. She is an excellent Spanish speaker and relates well to diverse populations., She is passionate about her pursuit of professional growth ... As a presenter, Ms. Baynard is well-organized and thorough, bringing meaningful professional development to teachers.” Donna Newberg-Long, K-5 Principal, Peak to Peak Charter School

### IV. Professional Achievements

Numerous presentations at national/regional conferences on peer coaching/effective mentoring/improving teacher performance with mentoring; professional development training participation; and publications (including mentoring video series).

Related Experience

A. Area(s)

B. Year(s)

V. Other (if applicable)

Helps meet underutilization goals (Enter protected class): \_\_\_\_\_

\_\_\_\_\_

VI. Special Certifications (licensure)

Principal Licensure Colorado & Illinois; Spanish Licensure Colorado & Illinois; ESL Licensure Illinois

# Ray Curran Hiring Summary

## VII. General Information

School: Letters, Arts and Sciences

Department/Program: Mathematical and Computer Sciences

Name: Ray Curran

Rank: Assistant Professor

## VIII. Need (Use Categories As Applicable)

Specialty/Courses: Mathematics

Faculty in Program: 33 Full-Time / 57 Part-Time

Percent CHP taught by full-time/part-time: 45% / 55% (2002-2003 data)

Other: \_\_\_\_\_

## IX. Qualifications

### A. Degree(s):

Degree:           Field:           College/University:

Ph. D., Mathematics, University of Massachusetts at Amherst, 2005

Sc. M., Mathematics, University of Massachusetts at Amherst, 2001

B. S., Mathematics, University of Massachusetts at Amherst, 1999

### B. Teaching (including ratings as available and any Metro experience):

“I have read many evaluations done by his students. The quality of these is uniformly excellent; so good, that he was nominated by them in two different semesters for a campus-wide Distinguished Teaching Award.” [Arline Narkin, Director of Administration and Staff, University of Massachusetts at Amherst]

Student Evaluations of Teaching: Spring 2004 (scale not identified): overall rating: 4.5.

## X. Professional Achievements

## XI. Related Experience

A. Area(s)

B. Year(s)

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XII. Other (if applicable)

Helps meet underutilization goals (Enter protected class): \_\_\_\_\_

XIII. Special Certifications (licensure)

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## **Dr. Scott DeMuro** **Hiring Summary**

### XIV. General Information

School: Professional Studies  
Department/Program: Human Services  
Name: Scott DeMuro  
Rank: Associate Professor

### XV. Need (Use Categories As Applicable)

Specialty/Courses: Specialty – Addiction Treatment. Courses taught: Addictive Behaviors, Dealing wit Resistive Clients, Group Facilitation, Advanced Counseling Skills, and Motivational Interviewing  
Faculty in Program: Anne Hatcher  
Percent CHP taught by full-time/part-time: 2.0/0 in area of Addictions; 10.5/4.2  
Department of Human Services  
Other: \_\_\_\_\_

### XVI. Qualifications

#### A. Degree(s):

Degree:	Field:	College/University:
<u>PhD</u>	<u>Educational Psychology</u>	<u>University of Denver</u>
<u>M.E.</u>	<u>Counseling &amp; Guidance</u>	<u>University of Arizona</u>
<u>B.S.</u>	<u>Sociology</u>	<u>W. Michigan University</u>

#### B. Teaching (including ratings as available and any Metro experience):

Dr. DeMuro has taught part time in the Department of Human Services for 15 years. His student evaluations and peer observations are above the college, school and department mean (>5.0).

### XVII. Professional Achievements

- 30 years of experience in Human Services areas of addiction treatment, community mental/behavioral health, training and teaching
- Certified Addictions Counselor (CAC)
- Licensed Addictions Counselor (LAC)
- 1993 – voted “best trainer” by Alcohol and Drug Abuse Division of the Colorado Department of Human Services
- 25 years of interacting/networking with treatment programs, organizations, and other professionals in addition treatment services

Related Experience

A. Area(s)

B. Year(s)

XVIII. Other (if applicable)

Helps meet underutilization goals (Enter protected class): White males in the Department of Human Services

XIX. Special Certifications (licensure)

A. CAC (Certified Addictions Counselor)

B. LAC (Licensed Addictions Counselor)

# Frank Elston Hiring Summary

XX. General Information

School: Business  
Department/Program: Finance  
Name: Frank Elston  
Rank: Associate Professor of Finance

XXI. Need (Use Categories As Applicable)

Specialty/Courses: International Finance, Financial Markets and Institutions, Investments  
Faculty in Program 5  
Percent CHP taught by full-time/part-time: 55% Tenure/Tenure-Track

XXII. Qualifications

A. Degree(s):

Degree:	Field:	College/University:
<u>Ph.D.</u>	<u>Economics</u>	<u>University of Virginia</u>
<u>JD</u>	<u>Law and Economics</u>	<u>Emory University</u>
<u>BA</u>	<u>Economics</u>	<u>Wabash College</u>

B. Teaching (including ratings as available and any Metro experience):

Associate Professor Concordia College 6-years  
Associate Professor Eastern New Mexico University 2-years (department chair)  
Assistant Professor Eastern New Mexico University 6-years  
Assistant Professor Wofford College 4-years  
Assistant Professor Converse College 2-years

XXIII. Professional Achievements

1 Journal Article; 1 proceedings; 4 conference papers last five years

XXIV. Related Experience

A. Area(s)	B. Year(s)
<u>Portfolio Administrator</u>	<u>3 years</u>

XXV. Other (if applicable)

XXVI. Special Certifications (licensure)

CFA – (Chartered Financial Analyst)

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## Carlos Fresquez Hiring Summary

### XXVII. General Information

School: Letters, Arts and Sciences

Department/Program: Art

Name: Carlos Fresquez

Rank: Assistant Professor

### XXVIII. Need (Use Categories As Applicable)

Specialty/Courses: Contemporary Chicano Art / drawing, painting, design processes

Faculty in Program: 14 Full-Time; 30 Part-Time

Percent CHP taught by full-time/part-time: 36% / 64% (2002-2003 data)

Other: \_\_\_\_\_

### XXIX. Qualifications

#### A. Degree(s):

Degree: Field: \_\_\_\_\_ College/University: \_\_\_\_\_

M.F.A., Creative Arts, University of Colorado, Boulder

B.A., Art, Metropolitan State College of Denver

#### B. Teaching (including ratings as available and any Metro experience):

2001-2005 - Instructor of Art at University of Colorado at Denver

1989-2001 - Adjunct at MSCD in Art Department

1997-2001 - Adjunct at MSCD in Chicano Studies Department

Rating show a consistent ability to perform above department, school and college means (most categories 5+ on a six-point scale).

Comments from interview: "Mr. Fresquez presented an overview of his work to an audience of about 35 students, faculty, and other interested parties. His slide presentation revealed a variety of media, both traditional and nontraditional. The content of his work was strong and related directly to his lived experience. This includes elements of Chicano identity and subverting dominant visual representation. Although there was not much time for questions the people in the audience were engaged in his presentation."

### XXX. Professional Achievements

A few of the thirty listed awards on Carlos Fresquez' résumé include: Artist of Merit (Platteforum, Denver, 2003); Best of Show (Lakewood Cultural Center, juried, 2000); Second Place Mixed Media (Celebrate Colorado Artists, 2000); AFKEY Award Excellence in the Arts, Alliance for Contemporary Art, Denver

Art Museum, 1998); and Latinos Who Make a Difference Award (The Urban Spectrum, 1999).

XXXI. Related Experience

- | A. Area(s)   | B. Year(s) |
|--|------------|
| <u>Candidate conducted numerous lectures, gallery talks, workshops and residencies in the United States regarding his own art or Chicano Art History. Worked developing various art programs at the Children’s Hospital, Santa Fe House, Artreach, The Crossover Project, the Migrant Education Program, the Ute Indian reservation, various public schools, CU Boulder and many other places.</u> |            |

XXXII. Other (if applicable)

Helps meet underutilization goals (Enter protected class): Hispanic Male

XXXIII. Special Certifications (licensure)

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## David Kish Hiring Summary

### XXXIV. General Information

School: Letters, Arts and Sciences

Department/Program: Music/Instrumental Music

Name: Dr. David Kish

Rank: Assistant Professor

### XXXV. Need (Use Categories As Applicable)

Specialty/Courses: Instrumental Music/Instrumental Ensembles

Faculty in Program: 10 Full-Time; 42 Part-Time

Percent CHP taught by full-time/part-time: 34% / 66% (2002-2003 data)

Other: \_\_\_\_\_

### XXXVI. Qualifications

#### A. Degree(s):

Degree: Field:

College/University:

2003 – Doctor of Musical Arts, University of North Carolina – Greensboro, NC;

2002 – Master of Music, University of North Carolina – Greensboro, NC;

1998 – Bachelor of Music – Music Education, Susquehanna University,  
Selinsgrove, PN

#### B. Teaching (including ratings as available and any Metro experience):

2003-Present – Assistant Professor and Franklin Teaching Fellow, University of  
Georgia, Athens, GA;

2000-2003 – Graduate Teaching Assistant, University of North Carolina at  
Greensboro, NC;

1998-2000 – Band Director, Elbert County Comprehensive High School,  
Elberton, GA

Dr. Kish was interview April 5 & 6, 2005. He completed visits with full-time  
faculty, did a Q&A session with students, guest conducted the Wind Ensemble  
and the Symphony Orchestra and evaluations returned from those events reflected  
an enthusiastic support for Dr. Kish's candidacy among faculty and students alike.

### XXXVII. Professional Achievements

Publications: Dr. Kish has had work published in the following: Music Educators  
Journal, Journal of Band Research (twice), The Instrumentalist (twice), Tempo, Georgia

Music News (twice) and CBDNA Research Report. He also has a book prospectus under consideration by two publishers.

Dr. Kish's résumé refers to three conference presentations, three CD Recordings, seven music clinic positions, eight music adjudicator positions, five recent committee appointments, managing two conducting workshops/symposiums, and five professional memberships/honorary affiliations.

XXXVIII. Related Experience

A. Area(s)

B. Year(s)

Candidate has supplemented classroom instruction with Web CT, various electronic software, and web-based learning.

XXXIX. Other (if applicable)

Helps meet underutilization goals (Enter protected class): \_\_\_\_\_

XL. Special Certifications (licensure)

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## **R. Todd Laugen**

### **Hiring Summary**

#### I. General Information

School: Letters, Arts and Sciences

Department/Program: History - TQE

Name: R. Todd Laugen

Rank: Assistant Professor

#### II. Need (Use Categories As Applicable)

Specialty/Courses: \_\_\_\_\_

Faculty in Program: 17 Full-Time; 28 Part-Time

Percent CHP taught by full-time/part-time: 53% / 47% (2002-2003 data)

Other: \_\_\_\_\_

#### III. Qualifications

##### A. Degree(s):

Degree: Field: \_\_\_\_\_ College/University: \_\_\_\_\_

2005: Ph. D. American History, University of Colorado, Boulder, CO

1993: Social Sciences in Education Program: History of Education, Stanford University, Stanford, CA

1988: B.A., With Distinction in History and German, University of Virginia, Charlottesville, VA

##### B. Teaching (including ratings as available and any Metro experience):

Part-Time and Secondary Education teaching Experience:

Spring 1989: Instructor, US Senate Page School, Washington DC, High School

German and History; Oct 1991 – Dec 1993: Instructor, Learning Strategies Inc.,

Pacifica, CA, (high school level); 1994: Student Teacher: Milpitas H.S., Milpitas

CA; 1994-1995: Advanced Placement Teacher, Piedmont H.S., Piedmont, CA

Date not specified: Teaching Assistant, University of Colorado, Boulder

Date not specified: Graduate Instructor, University of Colorado, Boulder

2005: Graduate Instructor, University of Denver

No student ratings of teaching are available.

#### IV. Professional Achievements

2003-2004 - Thomas E. Devaney Dissertation Fellowship, University of Colorado, Boulder;

March 2003 - Western American Writing Award for Graduate Non-Fiction, University of Colorado, Boulder;  
2003 - Gloria and Jackson Main Fellowship, History Department, university of Colorado, Boulder;  
2002-2003 - Distinguished Research Fellowship, History Department, University of Colorado, Boulder;  
2002 - Thomas Meier Fellowship, Boulder Historical Society;  
2001 - Emerson Humanities Fellowship, College of Arts and Sciences, University of Colorado, Boulder;  
1998-1999 - ATLAS Technology in Education Grant, Co-recipient, University of Colorado, Boulder;  
1992-1993 - Tuition Fellowship, Stanford University

V. Related Experience

A. Area(s)	B. Year(s)
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VI. Other (if applicable)

Helps meet underutilization goals (Enter protected class): \_\_\_\_\_

VII. Special Certifications (licensure)

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## Dr. Gloria Eastman Hiring Summary

### VIII. General Information

School: Professional Studies  
Department/Program: Teacher Education  
Name: Gloria Schultz Eastman  
Rank: Associate Professor

### IX. Need (Use Categories As Applicable)

Specialty/Courses: education/English  
Faculty in Program 27  
Percent CHP taught by full-time/part-time: 27/11  
Other: \_\_\_\_\_

### X. Qualifications

#### A. Degree(s):

Degree:	Field:	College/University:
<u>PhD</u>	<u>English Literature</u>	<u>Univ. of Colorado Boulder</u>
<u>M.A.</u>	<u>English Literature</u>	<u>Univ. of Colorado Boulder</u>
<u>M.A.</u>	<u>Education</u>	<u>Univ. of Colorado Boulder</u>
<u>B.A.</u>	<u>English</u>	<u>Valparaiso University, Indiana</u>

#### B. Teaching (including ratings as available and any Metro experience):

10 years teaching experience higher education – 1 year teaching at MSCD  
Peer observation at MSCD – A (4.6/5) – “excellent experiences, well developed lesson, good interaction with students...impressive handouts and activities”  
Student evaluations are at or above department, school and college mean

“I have observed first hand, her (Gloria’s) exceptional capabilities as a teacher. She brings incredible knowledge of literature and history as well as creative ideas for presenting content” Barbara Miller, Executive Director, Center for Education in Law & Democracy, Denver, Colorado

### XI. Professional Achievements

Research Fellowship, ‘Carnegie Academy for the Scholarship of Teaching, Buffalo State College – 2003-04  
Students’ Award for the Promotion of Respect for Diversity and Individual Differences, SUNY, Buffalo State College, April 2003

Publications – articles in Shakespeare in the Classroom, Winter 2004; Articles in Eighteenth-Century Women, 2003; 3 publications in 2002  
Numerous conference papers and presentations – presenter for Adventures of the American Mind

Related Experience

A. Area(s)

B. Year(s)

XII. Other (if applicable)

Helps meet underutilization goals (Enter protected class): \_\_\_\_\_

\_\_\_\_\_

XIII. Special Certifications (licensure)

## Teresa Unseld Hiring Summary

### XIV. General Information

School: Letters, Arts and Sciences

Department/Program: Art / Art Education

Name: Teresa Unseld

Rank: Associate Professor

### XV. Need (Use Categories As Applicable)

Specialty/Courses: Art Education

Faculty in Program: 14 Full-Time / 30 Part-Time

Percent CHP taught by full-time/part-time: 36% / 64% (2002-2003 data)

Other: \_\_\_\_\_

### XVI. Qualifications

#### A. Degree(s):

Degree: \_\_\_\_\_ Field: \_\_\_\_\_ College/University: \_\_\_\_\_

Ed. D., Art Education , Ball State University, 1979

M.A., Studio- Drawing & Painting, Morehead State University, 1975

B.A., Art Area with Teaching Certification K-12, Morehead State University, 1973

#### B. Teaching (including ratings as available and any Metro experience):

On-campus interview: Dr. Unseld was well prepared and clear and succinct in her presentation of her ideas about art education and her personal artwork. The pedagogy of art was represented through her student use and her description of integration of non-art content into the art classroom. Her discussion of her research referenced the latest in education and art education theory. During the question and answer period the audience was engaged and the discussion was lively and smart. It was obvious that every person that was able to stay for this was impressed with the quality of Dr. Unseld's presentation and her excitement and passion for her subject.

Peer Observations: number of observations: 2; ratings: all "5s" on a scale of 1-5. "I observed Teresa directing the energy of her class in a way to make her students feel comfortable to speak out and question. The atmosphere was relaxed but attentive. What I found impressive was her ability to address the different realities of teaching. She imparts complex strategies on how to communicate with parents and administrators and manage a classroom, all while giving a glazing demonstration in a very clear and relevant way." [Cathy Giffin, peer

observer] “This was a great way to tie in what students had learned about the art of various cultures with another manifestation of culture. ...” [Lois Pitmich-Mawonki, peer observer]

XVII. Professional Achievements

Books: *Portfolio: African Americans of the Old West*, Palo Alto: Dale Seymour Publications, 1996; *Portfolio: African American Artists*, Palo Alto: Dale Seymour Publications, 1993; Various refereed book chapters.

XVIII. Related Experience

A. Area(s)	B. Year(s)
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XIX. Other (if applicable)

Helps meet underutilization goals (Enter protected class): African-American Female

XX. Special Certifications (licensure)

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**AGENDA ITEM:** Personnel

**ISSUE:** Reporting of personnel actions, which have occurred since the last Board meeting of June 7, 2005

**BACKGROUND:** Temporary appointments, sabbatical leave reports, terminations, resignations and retirements which are delegated to the President and do not require approval by the Board.

**INFORMATION:** The following personnel items are presented to the Trustees as information.

**TEMPORARY APPOINTMENTS**

Mr. John Patrick (Pat) Barry, Visiting Instructor of Management, \$55,043.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Ms. Bethann Bierer, Visiting Assistant Professor of Psychology, \$37,230.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Mr. Scott England, Visiting Assistant Professor of Economics, \$51,000.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Mr. Brannon Hays, Assistant Men's Basketball Coach, \$24,500 - July 1, 2005 through June 30, 2006 (TEMPORARY/ADMINISTRATIVE)

Ms. Sherry Hern, Assistant Director of Creative Services, \$53,000.00 - July 1, 2005 through June 30, 2006 (TEMPORARY/ADMINISTRATIVE)

Mr. Jason Eric Miller, Visiting Assistant Professor of English, \$39,690.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Ms. Dianne Harrison Miller, Visiting Assistant Professor of Human Performance Sports, \$35,535.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Sam Ng, Visiting Assistant Professor of Earth & Atmospheric Science, \$41,300.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Mr. Daniel T. Noonan, Visiting Lecturer in Industrial Design, \$40,449.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Mr. Richard Paiz, Coordinator of Counseling & Tutoring, \$7,342.00 - July 1, 2005 through August 31, 2005 (TEMPORARY/ADMINISTRATIVE)

Ms. Trina Seefeldt, Visiting Assistant Professor of Psychology, \$34,570.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

Ms. Susana Vela-Pryor, Temporary Lecturer in PSC/ESL, \$23,640.00 - August 17, 2005 through May 13, 2006 (TEMPORARY/FACULTY)

### **SABBATICAL LEAVE REPORTS**

Dr. Dawn Latta Kirby, Professor of English, completed Academic Year 2004-2005 sabbatical involving the research and writing of manuscript entitled, New Directions in Writing: Memoir, with an expected publication date of fall 2005.

Dr. Thomas Altherr, Professor of History, completed a majority of proposed activities for the Academic Year 2004-2005 sabbatical involving the research on several potential publication projects.

Dr. Arthur Campa, Associate Professor of Anthropology, completed the majority of proposed activities for the Academic Year 2004-2005 sabbatical involving analyzing collected data and writing an ethnographic case study.

Dr. Kishore Kulkarni, Professor of Economics, completed all of the proposed objectives for the Academic Year 2004-05 sabbatical involving completing chapters of his book, gave speeches and acceptance of research papers my numerous journals.

Dr. Larry Worster, Professor of Music, completed the proposed objectives of studying the structure of music education in German Society for the Academic Year 2004-05 as well as giving 5 lectures in German.

### **TERMINATION**

Dr. Lech Wisniewski, Associate Professor of Special Education, effective May 14, 2005

### **RESIGNATIONS**

Ms. Amy Banker, Assistant Director, Center for Visual Arts, effective June 30, 2005

Dr. W. Michael Burgan, Associate Director of the Counseling Center, effective July 1, 2005

Mr. Derrick Clark, Assistant Men's Basketball Coach, effective June 13, 2005

Mr. Bill Hathaway-Clark, Interim Associate Dean of Student Services, effective July 29, 2005

Mr. Doug Grey, Metro Academy, effective June 9, 2005

Ms. Amy Hudson, Interim Director of Communications, effective June 30, 2005

Ms. Tracy Peters, Academic Advisor / Coordinator of Peers, effective July 28, 2005

Dr. Lisa Ransdell, Director of Advising and Associate Professor of Women's Studies, effective June 30, 2005

Dr. Monica Visona, Associate Professor of Art, effective May 14, 2005

### **RETIREMENTS**

Mr. David Hartenbach, Coordinator, Teacher in Residence Program, effective June 30, 2005

Mr. Roger Wade, Professor of Sociology, effective June 30