

Professional Growth and Sabbatical Leave Committee

Tuesday, December 2, 2025
12:50 pm – 2:20 pm
Center for Social Justice and Civil Liberty Room 202

Meeting Minutes

Meeting Called to Order: 12:58 pm

Committee Members: Antonio Curtis, LaNeshia Judon, Frankie Moore, Sara Nafzgar, Estrella Romero (Co- Chair), Debbi Renfrow, Lijuan Zhai (Co-Chair).

I. Approval of the December 2, 2025 Agenda

- **First:** Debbi Renfrow, **Second:** LaNeshia Judon; Approved by Consensus.

Approval of the November 4, 2025 Minutes

- **First:** Debbi Renfrow, **Second:** Frankie Moore; Approved by Consensus.

II. Informational Items

III. Discussion Items

a. AP 6160A Updates

The committee is continuing to work on revising AP 6160A, and Keith Dobyms will review this document one more time during winter break. The committee is encouraged to submit last-minute changes/suggestions to Keith Dobyms over winter break, and Estrella Romero will have the updates ready in March for the final draft. Estrella Romero received some updates from NC, and no comment was received from MVC. The District Academic Senate will make the final decisions, and there was a suggestion to include District Academic Senate membership, rather than just the Academic Senate presidents.

The committee discussed the use of sabbatical leave for projects that faculty can use to claim professional growth credits. There were suggestions to include language to prevent double-dipping, as sabbatical leave is intended to benefit the institution rather than the faculty. The District Academic Senate questioned the process for determining the validity of independent study, and the committee suggested creating a rubric for the PG&SL committee to evaluate all independent study requests. The committee discussed professional development as academic coursework taken above the faculty's highest academic level. Sara Nafzgar suggested looking at Mt. San Antonio Community College District's procedures for reference. The committee discussed the use of upper-division courses for professional growth for CTE faculty and the use of graduate-level courses for non-CTE faculty.

IV. Requests for Rank of Professor:

Faculty Name	Position	College
Jan Andres	Associate Professor of English. Motion – First: Frankie Moore, Second: LaNeshia Judon; Approved by consensus.	RCC
James Ducat	Associate Professor of English and Media Studies. Motion – First: LaNeshia Judon, Second: Debbi Renfrow; Motion tabled pending additional information regarding links to his published works for review. An e-vote will commence after additional information is received.	RCC
Kristin Fontaine	Associate Professor of Nursing. Motion – First: LaNeshia Judon, Second: Antonio Curtis; Approved by consensus.	RCC
Monique Greene	Associate Professor of Counseling. Motion – First: LaNeshia Judon, Second: Frankie Moore; Approved by consensus.	RCC
Eduardo Perez	Associate Professor of Sociology. Motion – First: LaNeshia Judon, Second: Debbi Renfrow; Approved by consensus.	RCC
Sandra Popiden	Associate Professor of Political Science. Motion – First: LaNeshia Judon, Second: Antonio Curtis; Approved by consensus.	NOR
Nick Sinigaglia	Associate Professor of Philosophy. Motion – First: Frankie Moore, Second: Sara Nafzgar; Approved by consensus.	MOV
Kwokwai Siu	Associate Professor of Applied Digital Media and Printing. Motion – First: LaNeshia Judon, Second: Frankie Moore; Motion denied as faculty did not meet 15 years of explementary service with a lack of scholarship in his field.	RCC
Star Taylor	Associate Professor of English. Motion – First: LaNeshia Judon, Second: Frankie Moore; Motion tabled pending the conferring of her Doctorate degree. An e-vote will commence after the official transcript is received.	RCC
Judy Whitton	Associate Professor of Communication Studies. Motion – First: LaNeshia Judon, Second: Frankie Moore; Approved by consensus.	NOR

V. Salary Reclassification New Requests

Sahar Attari (MVC) – Request for Salary Reclassification to move from Column E to Column F due to completion of 16.02 approved units from Capella University. HR has verified that there is no carry-over unit at time of hire.

- **Motion – First:** LaNeshia Judon, **Second:** Frankie Moore; Motion tabled pending official transcript. An e-vote will commence after the office transcript is received.

VI. Open Hearing

VII. Next Meeting Dates:

- March 3, 2026

Meeting Adjourned - 2:30 pm.