Justifications for Funded Staffing Requests

MATH
We are requesting $17,000 for Math Lab tutoring to support 1500 students.

Many years ago we had a budget of $10,000-$12,000. In recent years that budget line has been zero dollars, even though we have been using more than $16,000. Over the past several years use of the Math Lab has greatly increased, especially for drop-in tutoring. This Lab is providing support for both Basic Skills and Transfer students and should be supported.

PE/Athletics

The Athletic department is requesting an increase in our assistant coach’s stipends.
- Right now they are $1,250.00 which is the lowest in the conference.
- We would like to increase our assistant coach’s stipends to $5,000.00 and put them on a 10 month contract.

Student learning and success will be improved by:
- Right now our assistant coaches just come to campus for practice and usually just work during the semester of competition.
- Putting them on a 10 month contracts would require them to be around the campus more and involving them with the academic side of the student-athletes.
- Having more coaches involved with the student-athletes on their academics will improve the success of the student athletes.

Access will be improved by:
- Putting our assistant coaches on 10 month contracts would allow them to be a lot more involved with recruiting and retention of our student-athletes. Right now that all falls on the head coach.

The Student Learning Outcomes that will be improved by adding an assistant coach will be:
- Higher retention rate for our student-athletes
- Higher transfer rate for our student-athletes
- Higher percentage of Marin County student-athletes enrolling in College of Marin

These student learning outcomes will be measured by:
- We have created a student-athlete academic report card that can be accessed through ARGOS:
- It will show - success rate, GPA, units taken, units passed, transfer students.

The College of Marin Pays their assistant coaches a stipend of $1,250.00 per season. This is the lowest in the conference. Below you will see what other colleges pay their assistant coaches in the Bay Valley Conference.

- Laney College: $3,100.00 to $5,000.00 per team.
- Los Medanos College: $3,362.00 - $7,685.00 per team.
- Alameda College: $3,579.00 to $4,476.00 per team.
- Mendocino College: $2,000.00 per team.
- Solano College: $4,500.00 per team.
- Contra Costa College: $2,100.00 to $2,800.00 per team.
- Yuba College: $3,000.00 per team.
- Napa College: $1,500.00 per team.
Life and Earth Sciences

Science/Museum Lab Tech

Last Year’s PRAC Recommendation
From information our department has received, we understand that PRAC last year recommended filling this position for this next year (2012), since this is when the new building and museum are scheduled to open. Since this was based on documentation previously submitted, we have not repeated all of this information again. Rather, we have provided below excerpts from our requests, beginning with 2006 when the position originally became vacant, and continuing up to the present, to show that the need has not diminished in the past year. Indeed, with the opening of the new building, the need is expected to increase.

From Original 2006 Meeting with Vice-President Anita Martinez:
The Vice President urged the department to write immediately a description for a full-time museum lab tech since this was a key position, in service to students and in care for valuable college infrastructure, and especially in light of a forthcoming move to a new building.

From 2010 Program Review:
The biology/geology museum laboratory technician position has been vacant since May, 2006. Since that time, in a series of meetings among faculty and administrators, all have repeatedly agreed that it is unwise to leave this position vacant any longer. At the end of the last Program Review, this position was given the highest priority, but apparently was not funded. Since then, students have suffered reduced service, and the department has experienced two incipient fires, ten probable toxic chemical releases and continued deterioration of materials, resulting in a damaged learning environment and risks to health and safety.

Staff will be shared by two programs within the same department, biology and geology. Furthermore, although specific job capabilities must differ among the different laboratory technicians within our department, the fact is that all can have some basic knowledge of where equipment and supplies are kept, general departmental laboratory procedures, and common health and safety principles.

Further problems have continued to result from the failure to fill the vacant museum lab tech position in a timely manner in 2011. Aside from the thefts, deterioration, health and safety issues and lack of service to students already reported in previous reviews, a few examples can be reported from this past year:

1. At least one more near-occurrence of fire, which fortunately resulted only in melted plastic.
2. Deterioration of specimens due to lack of ethanol replenishing
3. Continuing hazardous fumes due to lack of inspection of possible isopropyl alcohol and formalin leaks
4. Lack of updating of inventory as required by state and federal standards
5. Flagrant interruption of service to students.

In this last area, several student comments are worth noting:

- "I made a special point of coming in early on Friday to do my assignment, but there was nobody present to unlock the door or turn on the lights. I had to turn around and go home again without getting anything accomplished. For a working student, this was a major inconvenience. I cannot believe that a school can pay so little attention to students."
- "The apathy and disorganization on the part of the College of Marin staff in maintaining the museum was less than reassuring, to say the least. Assign a staff position to the museum!"

On the other hand, those students who were fortunate enough to be able to catch the museum open when things were set up were impressed:

- "Wow! This week’s museum observation definitely captured my interest. It was fascinating to dive into the world of parasites and learn about the many different types and their life cycles and reproductive processes."
Though lack of having a full-time staff member to adequately prepare the museum hindered what this project could become, it is not to any of the instructors' faults, as the fault rests on the higher-ups and their lack of insight into this project. Without any of these opportunities that were provided, I would have been lost in the educational system --- forced to drop the course out of frustration. Thank you for the opportunity that you have provided.... I found it essential to my learning process.

The new museum will provide the opportunity for collaborative work in all of the sciences at COM, if properly staffed and maintained. Thus this position will serve not only the disciplines in Life and Earth Sciences, but also the disciplines in Physical Sciences and Engineering. This could double the number of students served.

Access will be enhanced particularly for visually- and tactile-oriented learners, but will improve for all.

The position is essential for complying with health and safety regulations.

Until it is filled, the health and safety risks will continue to increase. Up to now, we have relied mainly on luck to avoid major disasters, but relying on luck is not the best safety policy.