As your Grounds Supervisor at Bergen Community College, I have had the joy and challenge of working here for the last 22-plus years. I call the college my home away from home. I like to say that my office is 110 acres.

About two years ago Rachel Wieland, who teaches math and works with students on sustainability projects on campus, encouraged me to have some beehives at the college. My plan was to start with one hive at home and eventually have some on campus, but Rachel said that students were interested in having them at the college now. I have grown a little wiser with age … no sense with arguing with a determined woman like Rachel. I promptly got two more hives for the college, which we located in the meadow (detention basin) between W Lot and the Parking Deck.

I am a new beekeeper, just having finished my second year. Rachel and I have taken some classes together and have found a wealth of knowledge and support from fellow local beekeepers who are rich with years of experience and a love to share and help newbees like Rachel and me!

I did not realize how much work and how much enjoyment it has been caring for the honeybees. The involvement and help of interested students have enriched the enjoyment. Brenda Griepenburg, a recent graduate, and her brother, Nick, helped us in July to harvest about 100 pounds of honey from our two hives on campus.

As many of you know, honeybees have a host of problems. One of the biggest challenges is learning what is going on in the hive so you can help if things are not going well. This has been a fascinating learning adventure. We hope to expand our apiary next year. Anyone who would like to learn with us and be involved is most welcome.

The author is the Grounds Supervisor at Bergen Community College. He can be reached at hknowlton@bergen.edu or 201-301-1268.
Bergenstages’ Season Opener – “Blithe Spirit”

By Jim Bumgardner

Bergenstages’ first production for the 2013-2014 Season will be “Blithe Spirit” by Sir Noel Coward. It opened Friday evening, October 25, 2013 at 7:30 p.m. in the Ender Hall Lab Theatre. The show is directed by Prof. Ken Bonnaffons and features a terrific cast.

“Blithe Spirit” is a comic play that concerns the socialite and novelist Charles Condomine, who invites the eccentric medium and clairvoyant, Madame Arcati, to his house to conduct a séance, hoping to gather material for his next book. The scheme backfires when he is haunted by the ghost of his annoying and temperamental first wife, Elvira, after the séance. Elvira makes continual attempts to disrupt Charles's marriage to his second wife, Ruth, who cannot see or hear the ghost. Elvira has a ghostly plot in mind; if she can get Charles into an automobile accident and make a ghost of him, life in the spirit world will have more appeal for her.

Set Designer and adjunct faculty member, Michael LaPointe, has created a beautifully stylish, British country cottage. He has taken an otherwise normal-looking locale and has loaded it with many paranormal opportunities. The play is hilariously funny, brilliant, and clever and is perfectly timed with Halloween!

Performances are October 25, 26, 31, November 1 & 2 at 7:30 p.m. and matinees at 2:00 p.m. on October 26 & November 2. Tickets are $5 for students, $10 for BCC and Seniors (65+) and $15 for General Admission. Tickets are available in room A-130 or online at tickets.bergen.edu.

Come and enjoy a wonderful evening of theatre….it’s Noel Coward at his wittiest!

The author is the producer of Bergenstages, and a director and assistant professor of performing arts in the School of Arts, Humanities and Wellness. He can be reached at jbumgardner@bergen.edu or 201-493-3615.

CTF Report Sent to President – Work Starts on Updating Employee Directory

By Ruth Ann Heck

The Communication Task Force (CTF) has had a lot to say. The CTF was formed in September 2012, when Dr. Walter asked the entire college community for volunteers to create a task force to come up with guiding principles and recommendations to improve communications at the College. After a college-wide survey and subcommittee meetings over a period of almost one year, a group of 31 committed faculty and staff completed the task. The CTF Report was presented to the President and the Executive Team on August 21, 2013.

One of the top issues determined by the survey and presented in the report was a recommendation for an updated, accurate and easily accessible employee directory, and, thereafter, the responsibility for maintaining and updating the directory.

While waiting for feedback on the report, the CTF was asked by Dr. Gonzalez-De Jesus to assist Dean Klymenko and Magali Muniz in looking into and making recommendations to help improve and create a more efficient call center. Taking on this task, a group of CTF members and various individuals from concerned departments decided that an updated employee directory would be very helpful to anyone at the College who answers a telephone.

(Continued on page 8)
Improving the Faculty Promotion Process

By William Mullaney, Ph.D.

“Got a minute?” Since I arrived at BCC seven months ago, a number of interesting conversations have started with that very question. I usually have no idea where these impromptu chats will lead, but, collectively, they have helped me to understand the culture of the college better. One of the recurrent themes of these conversations from the very beginning has been the promotion process. “If you fix anything in your first year here,” one faculty member said to me, “please fix promotions.”

Many members of the faculty also approached Dr. Walter with a similar request, so it quickly climbed to the top of our list of priorities. As a result, a draft of a new promotion process was developed and shared with all of you in August, along with an invitation for your input. Although things got off to a rocky start, I think we have reached a point where the administration and the faculty are working together to make some much-needed changes that will make people feel better about the entire process.

Many of you have commented favorably on the transparency of the newly proposed process, which is specifically designed to rectify the problems of the past. Not only will candidates have a better sense of the criteria by which they are measured for promotion, they will also have a good sense of exactly how they measure up according to those criteria. Some of the point values for individual elements of the criteria may need some tweaking, but it appears that the overall structure of the process is being received in a positive light. It is my hope that many of you will see that the new process places your potential promotion much more in your hands than ever before.

Instead of the previous college-wide committee, divisional promotion committees will be reviewing the applications. Four tenured faculty members from your division, along with your dean and I, will comprise the committee, with the dean serving as the chair. Although most of the members of the committee may not be from your discipline (although it is likely that at least one will), the fact that their fields are, in most cases, similar to your own will allow your application to be reviewed by those familiar with the type of work that you do both in and outside the classroom.

Furthermore, the collaborative nature of the new process represents a much stronger example of shared governance because it involves a dean, a vice president and small group of faculty members working together using a clearly defined system.

I hope as you review the document, you will see that, although it may set the bar higher than in the past, the qualities in which the process is rooted, namely the core competencies of Bergen Community College faculty, are those you strive for as a teacher at the college. As we know with our students, higher expectations yield better results.

The author is the Vice President of Academic Affairs. He can be reached at wmullaney@bergen.edu or 201-447-7190.

Bergen Welcomes 15 New Faculty

Front Row: L to R
Leah Saliba, Alexs Birdsall-Griffiths, Jennifer McCarthy, Coleen C. Dilauro, Mary Crosby, Elena Tartaglia, Priscilla Panza, Melissa Krieger

Back Row: L to R
Minas Kousoulis, Olga Weston, Kelly Ann Horgan, Bill Klappert, Sony Tiwari, Kaveh Saminejad

Not Pictured: Kate Scherler, Lois Carmichael
NISOD Call for Proposals: Teaching Excellence: Are you The Best of the Best?

Deadline Extended to 1/10/2014

Faculty Development invites all full-time, tenured and tenure-track faculty to compete for the honor of being Bergen Community College recipient of the National Institute for Staff & Organizational Development’s annual award in excellence in teaching. For almost 30 years, NISOD has been dedicated to the professional development of faculty, administrators, and staff; and to the continued improvement of teaching and learning, with the ultimate goal of student success. Our awardee will travel to Austin, Texas, May 25-28 for the 2014 NISOD conference to receive the award and meet other colleges’ well-regarded professors. BCC will provide up to $1,500 reimbursement for travel expenses.

Faculty submissions should describe, in no more than two double-spaced pages at not less than 11pt Times Roman font, accomplishments in the areas of teaching. Specific examples to be included should highlight contributions to the continual improvement to teaching which will result in improved student learning, retention and future success. Contributions can include classroom content, departmental improvements, and contribution to the College’s efforts for continual student improvement. An ideal candidate will have made significant, lasting contribution to the betterment of student learning at BCC.

Email applications to Barbara Mollino in the VPAA’s office by January, 10, 2014. The applicant’s name may appear on the two-page proposal text. In addition, please include a cover sheet with the faculty applicant’s name, department, and division.

A nine-member subcommittee of the Faculty Development Committee will evaluate the applicants’ overall contributions to the College and recommend a candidate to the Vice President of Academic Affairs, who will select the recipient. The winner will be announced by January 30, 2014. For further information, contact Annemarie Roscello, aroscello@bergen.edu or 201-612-5569

Bergen Community College Innovation of the Year Award

Deadline Extended to November 20, 2013

To celebrate Bergen Community College’s commitment to innovation as one of its core values, the Bergen Community College Innovation of the Year program provides an opportunity for all employees to showcase innovations they have designed and implemented that positively impact the education of students. The BCC Innovation of the Year Award is designed to recognize and acknowledge these employees, their innovative programs and projects, and their commitment to excellence in education through innovation.

We hope that all Bergen employees will take time to reflect on their projects and achievements over the past year, and consider sharing them in the annual Innovation of the Year Awards program.

Take a few moments to review the information here, which outlines the eligibility requirements, submission procedures, and award criteria. This winning innovation receives $750 to be used to further the innovation. In addition, the winning innovation will be submitted to the League of Innovation in Community Colleges for presentation at their annual Innovations conference. If accepted, the College will fund the travel and conference expenses for up to two Bergen employees from the winning team to attend the conference to present. This year’s conference will take place in Anaheim, CA from March 2-5, 2014.

For further information, contact VPAA Bill Mullaney, wmullaney@bergen.edu, 201-447-8989
Bergen Community College Roueche Excellence Award

Deadline : 11/22/2013

The Office of the President invites all full-time faculty, staff and administrators to compete for the honor of being a Bergen Community College recipient of the John and Suanne Roueche Excellence Award for outstanding contributions to student success, an award recently created by the League for Innovations in the Community College http://www.league.org/exawards/process. Our awardee(s) will travel to Anaheim, California, March 2-5, 2014 for the League for Innovations conference.

Submissions should describe, in no more than two double-spaced pages, initiatives impacting student success. Specific examples should highlight contributions resulting in improved student learning, retention, and future academic and professional success. Projects which are timely, sustainable and replicable will garner high marks. Submissions can be group or individual projects which contribute to the College's efforts for retention and student success. Ideal applications will include details of initiatives which have made significant, lasting contribution to the betterment of student learning at BCC.

Email submissions to Barbara Mollino, bmollino@bergen.edu, November 22, 2013. The name(s) of the applicant(s) should not appear on the two-page proposal text. Please include a cover sheet with the name(s) of applicant(s), department, and division (if applicable).

A five-member committee will evaluate the applications for overall contributions to the College and recommend a candidate(s) to the Vice-President of Academic Affairs, who will select the recipient(s). The winner(s) will be announced by November 29. For further information, contact Dean Amparo Codding, acodding@bergen.edu or 201-612-5338.

Award Application Workshop
Monday, November 18, 12:30-1:30 in C-325
Come learn about the four awards listed and how best fill out your application.

Faculty Research/Scholarship Reassigned Time Program

Deadline: 12/6/2013

Faculty are encouraged to submit an application for the second round of the Faculty Research/Scholarship Reassigned Time Program. Under this program, only tenure-track and tenured faculty are eligible for scholarship or research reassigned time for one course or its equivalent per semester. The reassigned time is awarded on a semester-to-semester basis (Fall or Spring only) and can be extended for up to ten consecutive semesters.

Applications will be emailed to all full time faculty by November 1. A Faculty Scholarship Reassigned Time Committee, consisting of the Chairperson of the Faculty Senate (or designee), an Academic Dean, and the Head of Faculty Development will review the applications and recommend up to seven faculty proposals.

Applications must contain a description of the proposed program or research and should be submitted with the Application Form as a cover. Please submit your applications to the Office of the Vice President for Academic Services no later than 5:00 pm on Friday, December 6. Applications can be submitted electronically to Barbara Mollino, bmollino@bergen.edu or delivered to room A-310 by the deadline.
This edition of sustainability is all about saying thank you. This past month I caught lots of people in the act of doing something good for our campus, community and planet. And I put those actions down for the record, here, so enjoy all the goodness!

Let’s start with the BCC Farmers Market. If you haven’t checked it out, you’re missing out. It is amazing. Who started it? Roseanne Crisafi and Sherry Wilson. And boy do we have a few good words for them…

“I just wanted to tell you that the farmers market has been outstanding. The produce is so beautiful, it’s downright photogenic. Of course, it’s also delicious and so fresh! The prices are much cheaper than both the CSA I belong to and the other farmers markets I’ve visited in this area. The farmer is really friendly and willing to answer questions about his farm and the black dirt region of New York State where the produce is grown. If more people knew how good this farmers market is, we’d have traffic jams every Wednesday. We really have to get the word out about this on a larger scale.”

~ Lori Talarico

BCC Farmers Market Continues

Go Ahead, Fill-Up Your Re-Useable Water Bottle

Thanks to the wonderful vision and work of STEM, Sustainable Learning Community, Environmental Club, SGA, PTK, Student Life, administration and facilities we now have re-usable water bottle filtration systems being installed around campus. Look for one in the cafeteria (by the ATM) and in the student center (near A 104). More to follow...

Right now, approximately HALF the recyclables at BCC are one-use water bottles. Let’s see that end!
Whoa! Look at Those GORGEOUS Flowers

When the Green Team dropped off a huge load of requested plastic bottles last semester we weren’t expecting this to be the result!! Wow!! Look at the beautiful flowers located in the main bulletin boards of Pitkin. Made by Monica Martinez from EOF (with the help of her family) Her and her family must have spent hours (maybe days!) making them. Thank you Monica; they are beautiful.

Caught!- Giving Free Rides

Take a ride or give a ride on the BCC pedi-cab. Thank you Green Team for giving staff, faculty and students a lift!

Caught!- Students hike AND clean up trash at Ramapo State Park with Dr. Tartaglia.

Caught! In the Act of Spraying COMPOST TEA on campus!

Display about the plight of bees located in the library.

Want to be part of the Sustainable Learning Community?
Contact Prof. Robert Dill.
rdill@bergen.edu
Arts Series Presents Reading by Poet Tracy K. Smith

By Brian Cordell

On Thursday, November 7, the Literary Arts Series is hosting a reading by Pulitzer Prize winning poet Tracy K. Smith. From her earliest books, Smith’s poems have worked to capture the music and underlying rhythms of daily life, though the focus on our day to day existence is often seen through the lens of her telescopic view of the universe.

Many of the poems Smith will be reading come from her latest collection, *Life on Mars*. The poems in this book are largely an examination of American life, though they are often filtered through references to science fiction or popular music. While science fiction often presents a dystopian view of the future, Smith uses allusions, such as Kubrick’s *2001: A Space Odyssey* and multiple references to David Bowie lyrics, to suggest a sense of hope for a future despite images of an increasingly colder and more isolating present.

Smith will be on campus for two events, beginning with a more intimate Q&A session about her work and poetry in general, which will be held at 11:00 a.m. in TEC-118. Following this, the Poetry Reading will be held at 1:40 p.m. in TEC-128 and will be followed by a book signing. Please join us for both events, encourage your students to attend, and please consider bringing your classes to the afternoon reading.

If you are interested in reading or teaching Smith’s poems, a small selection of her work is available in A-330, and more can be found online at [www.poetryfoundation.org/bio/tracy-k-smith#about](http://www.poetryfoundation.org/bio/tracy-k-smith#about).

The author is an assistant professor in the Department of English. He can be reached at bcordell@bergen.edu or 201-689-7612.

CTF Report Sent to President – Work Starts on Updating Employee Directory

(Continued from page 2)

This could lead to fewer dropped calls and unanswered voicemail messages, and perhaps more satisfied students and parents.

An email was sent to all full-time faculty and staff, asking for each of us to verify our contact information. Catherine Kroste (from the BCC Foundation) volunteered her time to collect and make corrections in Datatel. (If you have not replied to this e-mail, please do so.) Once this information is corrected it will be migrated into an intranet on the new BCC website, accessible to all employees. A process for maintaining the directory has been recommended in the CTF report.

There are more challenges and tasks ahead for the call center and the CTF. Communication is constantly being heard, listened to and understood. Communication at BCC needs to be improved. We cannot stop just because one task was completed. Our level of action must be raised to make improvements. This effort will improve our internal and external communications, which can only help the relationships with our students, each other and the community.

The author is the Executive Secretary for the President’s Office and Co-Chair of the Communication Task Force. She can be reached at rheck@bergen.edu or 201-447-7237.
Professor Completes Eduardo Chibás Manuscript

By Ilan Ehrlich, Ph.D.

Eduardo Chibás (1907-1951) was a unique and transformative figure in Cuban politics between 1947 and 1951 – the last years in which the island enjoyed a democratic government. This was an especially critical period for Cuba, which had adopted a liberal constitution in 1940 but had mostly experienced dictatorial administrations in the 12 years previous to that time.

By 1947, he was a senator, presidential candidate, founder of a new political party and the island’s most popular radio commentator. His eagerly anticipated Sunday evening broadcasts afforded him an excellent opportunity to shape Cuba’s politics and public opinion. On the air, Chibás denounced what he saw as the vices and inadequacies of Cuban politics, especially corruption among government officials and disregard of the island’s constitution by its politicians.

He believed dishonest public servants to be pernicious not only from an ethical standpoint but also because they deprived Cubans, especially the poor, of government services. Money earmarked for education or healthcare was often embezzled, leaving many schools and hospitals in poor condition. Stealing from the national treasury was so rife that foreign loans were often used to cover the resulting deficits. Moreover, corruption also pervaded Cuba’s gang-ridden and incompetent police force. Hence, Havana residents were often outraged by spectacular murders in broad daylight in which the assailants nearly always escaped and innocent civilians were regularly killed.

Through personal charisma and media savvy, he raised expectations among many Cubans that national sovereignty, personal security and efficient and transparent governance were possible through a renewal of the nation’s institutions led by his Ortodoxo party. This program attracted a diverse following, including middle class professionals, rural laborers, urban workers and Afro-Cubans. The high expectations of these groups were dashed when Chibás shot himself in the stomach during his radio broadcast of August 4, 1951 and died 11 days later.

I first became interested in Chibás during my early years as a doctoral student at the City University of New York. Learning bits and pieces about this very eccentric man, who used to hurl himself into the arms of exuberant followers at the end of speeches, I began to realize he would be a fascinating subject for a biography. From a scholarly perspective, there was also a need for a new treatment of Chibás, who was revered as a near religious figure by followers but dismissed as mentally unstable by detractors. In fact, one of his most enduring nicknames was “el loco,” or the crazy one. During the summer of 2007, I began sifting through Chibás’ papers and personal effects at the Cuban National Archive in Havana. I made another brief trip in January of 2008 and by August of 2009 I completed my dissertation – which emphasized his attempts to reform Cuba’s political system. As I complete the final revisions of my manuscript, I cannot help but consider a variation on the old English proverb, “He that would thrive must ask his wife.” In my case, success depends on the good will of my two small children who understandably prefer to visit the park rather than watch their father scrutinize old documents.

The author is an assistant professor in the Department of History. He can be reached at iehrlich@bergen.edu or 201-689-764.
Upcoming Faculty Development Opportunities

META-ANALYSIS OF ASSESSMENT PLANS:
What do our assessment reports tell us about the work we are doing? This workshop will focus on the results of the CIE Fellow’ meta-analysis of the 211-2013 AES unit and Academic department assessment reports

Presenter: Dr. Yun Kim
1. Wednesday, November 6, 3:00pm, C-325
2. Thursday, November 7, 12:30pm, C-325
Sponsored by: CIE and Faculty Development

Dr. Dolores Perin
Contextualizing English Instruction in Science Content: Approaches to Implementation
Tuesday, November 12
12:30-1:30pm, C-314

Sponsored by:
STEM GPS and Faculty Development
see page 13 for details

Course Proposal Workshop
Wednesday, November 13
12:30pm, C311

Program Proposal Workshop
Wednesday, November 20
12:30, C-311

Presenters:
Dr. George Cronk & Prof. Joan Dalrymple

These sessions will provide information and guidance on the BCC course and program proposal processes. Senate Course Auditor, Professor Joan Dalrymple, and Senate Curriculum Auditor, Dr. George Cronk, will explain what state and local requirements a course or program proposal must meet in order to reach the College-Wide Curriculum Committee.
Sponsored by: Faculty Development

How To Write an Award Application
Monday, November 18
12:30pm, C325

Presenters: VPAA Bill Mullaney, Dean Amparo Codding, Dr. Alan Kaufman, Dr. Pierre Laguerre and Prof. Paula Williams

If you have ever wondered what the award committees are looking for when they read applications for the:

1. Innovation of the Year Award
2. Faculty Research/Scholarship Release Time Program
3. Roueche Award
4. NISOD Award

Come to this session and find out how to write a better application.
Sponsored by Faculty Development

Faculty Focus newsletter is published twice each semester by the Faculty Development Committee.
Chair: Annemarie Roscello.
Editor: Lew Wheaton.
Submissions for the January edition should be emailed to aroscello@bergen.edu or lwheaton@bergen.edu by January 10, 2014

But how do you know its plagiarism?
Firstly, this report is barely on the subject I asked for, and secondly, you twice referenced challenges you've encountered being a woman in today's world.
Faculty Promotion – Going Forward

By Alan Kaufman, Ph.D.

I was promoted to Professor in 2003. So why have I spent so much time since August of this year thinking about promotion? It consumes my mind, occupies my thoughts, keeps me up at night sometimes. I never have to apply again, thank goodness, so why is it constantly beleaguering me?

I can date the beginning of this obsession. On August 1, 2013, Dr. Walter convened a meeting which she had requested with the Executive Officers of the Faculty Senate (Alan Kaufman, Joan Cohen, George Cronk, Tobyn DeMarco). At that meeting she and VPAA Mullaney shared the draft of new procedures governing promotion, sabbatical, and reappointment and tenure at the college. Promotion has garnered the most attention since then, I guess because it affects every member of the faculty—except for our Full Professors.

In the aftermath of that meeting, promotion has received the ongoing attention of the officers of both the BCCFA and the Faculty Senate. It has been discussed during contract negotiations; the union maintains, and our attorney affirms our claim, that there are mandatorily negotiable items in a promotion policy. I called an emergency meeting of the Senate on September 12 for the sole purpose of discussing promotion. This was in response to the President’s request, at our August 1 meeting, for feedback from the faculty leadership. At that meeting the Senate decided to create a sub-committee to work, with the administration, on new procedures for promotion. The administration has agreed to participate in this process. The membership of that committee, to be co-chaired by VPAA Mullaney and me, will shortly be announced.

Criteria for promotion are spelled out, clearly, in the BCCFA contract. Dr. Walter has maintained that since her arrival at the college she has heard complaints from many faculty members about weaknesses in our existing

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Faculty Promotion – Going Forward

(Continued from page 11)

system. For that reason, she has said, she decided to change the process. I have served on the College-Wide Promotion and Sabbatical Leave Committee every year since my last promotion. I have served as an elected member of the committee.

After changes were made to the size and structure of the committee, in a negotiation between the officers of the BCCFA and members of former President Winn’s administrative team, I have served as a permanent member—in my capacity as Faculty Senate Chairperson.

No one who has served on that committee, or who has applied for promotion and gone through our existing process, could make a plausible argument that the system is ideal. Like all systems it has its flaws. And, like so many of you, there were years when I was going through the promotion process and I was enraged by and raged against it.

It seems clear to me that there are certain, specific elements which a sound system for the promotion of faculty must contain. The system that the college uses to select people to be promoted—whether it is a structure like the current and long-time College-Wide Promotion and Sabbatical Leave Committee or a different structure like the one that Dr. Walter has proposed, with divisional committees replacing a larger college-wide one—is less important than is the inclusion of certain necessary elements.

First, in accordance with Dr. Walter’s often-stated preference for bottom-up management, the people most affected by the process must select those who will make judgments about promotion. This means that faculty members serving on any promotion committee must be elected by their peers and not selected by deans and senior administrators. Selection of the members of a committee by people at the top of the management pyramid is, after all, antithetical to the principles of bottom-up management. Moreover, any sound promotional system must rely on substantive peer evaluation.

It is similarly important that all currently employed faculty members be eligible for promotion. No one could disagree that fairness must drive a promotional system, and no fair system can exclude some members who do not meet newly established criteria but were hired under different criteria. Promotion should not be a vehicle for creating a two-tiered reward system; this, it seems obvious to me, is simply unfair.

A third significant element in an effective promotion policy is that criteria for promotion be clear and carefully defined. They must also not be narrowly conceived. As faculty members—whether teaching or non-teaching faculty—we have a myriad of responsibilities; all must be considered in the process, and no one size-fits-all category should take priority over others. Assessment, for example, is an important part of everyone’s job; so too is service, whether to department, division, college, or community, or, for some people, publication. A sound policy should strive to reward people for their strengths and not insist that faculty members all do their jobs in the same ways, emphasizing the same things. It should allow for judgments to be made, in other words, on a wide array of matters.

There are obviously other elements that need to be considered as we proceed to design a sound and fair policy for the promotion of faculty. Ideas beyond the ones that I have delineated will occur to others, and all ideas will need to be considered by the Faculty Senate sub-committee that will be working to reconceive our procedures governing the promotion of faculty.

Perhaps when we complete our work and produce a more effective system, I will be freed to return to my ongoing obsession about governance.

The author is a professor in the department of Composition and Literature and Chair of the Faculty Senate. He can be reached at akaufman@bergen.edu or 201-493-3550.

Alan Kaufman
CONTEXTUALIZING
English Instruction in Science Content: Approaches to Implementation

Tuesday, November 12, 2013 • 12:30 p.m. | Pitkin Education Center • Room C-314

Dr. Dolores Perin has written extensively about the reading and writing skills of academically-underprepared college students. One of her studies showed that students' basic literacy skills improve after practice with materials contextualized in science content.

Attendees of this event, will learn about:
► How contextualization simultaneously promotes improvement in basic skills and subject area knowledge
► The implementation of contextualization as a successful teaching strategy
► Participation in the new "Science Infusion Program" for English and STEM faculty

Dolores Perin
Dr. Dolores Perin is a professor of psychology and education, coordinator of the Reading Specialist Program, and a senior research associate at the Community College Research Center at Teachers College, Columbia University. Her research interests include the contextualization of reading and writing instruction, writing skills of community college developmental education students, and interventions for academically-underprepared students.

The contents of this flyer were developed under a grant from the Department of Education. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government.