

**BEFORE THE
GOVERNING BOARD
SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
COUNTY OF SAN FRANCISCO
STATE OF CALIFORNIA**

In the Matter of the Reduction in Force Involving:

**163 CERTIFICATED EMPLOYEES,
Respondents.**

OAH No. 2021030465

PROPOSED DECISION

Administrative Law Judge Juliet E. Cox, State of California, Office of Administrative Hearings, heard this matter by videoconference on April 19 through 23 and 27, 2021.

Attorneys Kathryn E. Meola and Jacqueline D. Hang represented complainant Dianna Gonzales, Deputy Chancellor of Human Resources, Compliance, Risk Management, and Safety for the San Francisco Community College District.

Attorneys Robert J. Bezemek, Patricia Lim, and David Conway represented all respondents.

The matter was submitted for decision on April 27, 2021.

FACTUAL FINDINGS

1. At its meeting on February 25, 2021, the Board of Trustees (District Board) of the San Francisco Community College District adopted District Resolution No. 210225-9.C.25 (the PKS Resolution). The PKS Resolution declares the District's intention at the end of the 2020–2021 academic year to reduce services as stated on Exhibit A to the PKS Resolution and as reproduced on Exhibit A to this Decision.

2. Acting in her official capacity as Deputy Chancellor of Human Resources, Compliance, Risk Management, and Safety for the District, complainant Dianna Gonzales gave timely notice in writing to 159 full-time District faculty members that the District's executive staff members would recommend to the District Board that the District not re-employ these faculty members for the 2021–2022 academic year. Each notice stated that this recommendation would occur "because you are serving within a particular kind of service, as listed [in the PKS Resolution], which is being discontinued or reduced, or because an employee with greater seniority and qualification is entitled to reassignment into the service you are currently providing."

3. Acting in her official capacity, complainant also gave timely notice in writing to four other full-time District faculty members that that the District's executive staff members would recommend to the District Board that the District not re-employ these faculty members for the 2021–2022 academic year. These notices stated the same basis for this recommendation as the notices described in Finding 2. In addition, these four notices stated that each of these four faculty members "may possess the minimum qualifications and competence to render a service in a faculty service area of a different discipline." Findings 75 through 82, below, describe these notices in greater detail.

4. All 163 faculty members who received the notices described in Findings 2 and 3 requested hearings on their re-employment. Again acting in her official capacity, complainant signed an accusation alleging the District's grounds for not re-employing respondents for the 2021–2022 academic year. Each faculty member received timely service of the accusation, and each became a respondent by filing a timely Notice of Participation in the hearing.

5. The names of these 163 faculty members are stated on Exhibits B (7 people), C (4 people), and D (152 people) to this Decision.

6. Complainant has rescinded the notices described above in Findings 2 or 3, and withdrawn the accusations described above in Finding 4, with respect to the seven faculty members whose names appear on Exhibit B to this Decision (and who are described in greater detail in Findings 73 and 81 through 83, below). This hearing proceeded with respect to the remaining 156 full-time District faculty members whose names are listed on Exhibits C and D to this Decision, who had received notices and accusations stating the District's intent not to re-employ them for the 2021–2022 academic year.

7. As to the 156 full-time District faculty members whose names are listed on Exhibits C and D to this Decision, this Decision addresses all challenges these respondents identified (orally on the record or in written argument) to the accusations against each of them described in Finding 4. Any contentions not specifically addressed in this Decision are found to be without merit and are rejected. To the extent that other challenges may have been possible but were not identified during testimony or in oral or written argument, respondents have waived those challenges.

Particular Kinds of Service

8. The California Community Colleges Chancellor's Office (CCCCO) regularly publishes and revises a handbook listing Minimum Qualifications for Faculty and Administrators in California Community Colleges (the MQ Handbook).¹ The MQ Handbook lists many disciplines, corresponding roughly to academic subjects of study and instruction and to discrete types of non-instructional student service. For each discipline, the MQ Handbook identifies educational credentials, and in some cases professional experience, constituting the minimum qualifications to serve as a California community college faculty member teaching a course in that discipline or rendering student service in that non-instructional discipline.

9. The District organizes its faculty members, courses, and student services into departments. These departments are long-standing administrative units.

10. Some District departments combine several distinct MQ Handbook disciplines in one department. For example, faculty members in the District's Social Sciences department teach courses in history, economics, and political science, each of which is a distinct discipline according to the MQ Handbook. Other District academic departments, such as the Chemistry department, include only one discipline. A few disciplines occur in multiple departments; for example, the MQ Handbook identifies "physics/astronomy" as a single discipline, but the District has separate Physics and Astronomy departments.

¹ MQ Handbooks published in both 2019 and 2020 were in evidence, but their differences were not material to the issues in dispute.

11. The PKS Resolution identifies service reductions with reference to the District's academic departments. Each "kind of service" listed in Exhibit A to the PKS Resolution and in Exhibit A to this Decision corresponds to a single District department.² The PKS Resolution does not subdivide any District department into multiple "kinds of service" (even if that District department embraces multiple disciplines according to the MQ Handbook) or combine multiple District departments into a single "kind of service" (even if those District departments involve the same MQ Handbook discipline).

12. For each department, Exhibit A to the PKS Resolution states the number of full-time faculty positions from which service will be unnecessary during the 2021–2022 academic year, for a total of 160 full-time faculty positions. Within each department, complainant identified the specific faculty members who would receive the notices described above in Findings 2 and 3 by sorting each department's list of full-time faculty members according to seniority. Complainant then identified faculty members whose re-employment would not be necessary if the District reduced each department's services to the extent stated in Exhibit A to the PKS Resolution, beginning with the most junior full-time member of each department and accounting

² The District has two nursing-related departments: one for Licensed Vocational Nursing and one for Registered Nursing. The PKS Resolution identifies only "Nursing" as a service the District will reduce. In context, this reference is to the Licensed Vocational Nursing department. No respondent argued otherwise.

for the possibility that the four faculty members who received the notices described above in Finding 3 might change departments³ rather than leave the District.⁴

RESPONDENTS WHO RENDER SPECIAL SERVICES

13. Several respondents contend that the District abused its discretion by failing to distinguish in the PKS Resolution among faculty members who serve within the same department but who render distinct types of service.

Guillermo Luzardo

14. Respondent Guillermo Luzardo began teaching part-time in the Architecture department in 2014, and has been a full-time faculty member since 2018.

15. Construction management is a discrete discipline, according to the MQ Handbook. The District offers construction management courses, certificates, and degrees, all though the Architecture department. The District also has a cooperative

³ As described in greater detail in Findings 75, 78, 81, and 82, two of these faculty members might have moved to the Biological Sciences department, one to the Computer Science department, and one to the Physics department.

⁴ Complainant provided the notices described in Findings 2 and 3 to a total of 163 faculty members, rather than 164. The discrepancy is in the Counseling department, where complainant gave notices as described in Finding 2 to only 14 full-time faculty members even though Exhibit A to the PKS Resolution states that the District intends to reduce services in this department by 15 full-time faculty members. This discrepancy does not require resolution in this proceeding.

construction management training program with the Mission Hiring Hall in San Francisco.

16. Luzardo described his unique qualifications and role in teaching courses in construction management. He testified credibly and without contradiction that he teaches several courses that are necessary for construction management certificates and degrees, and that he currently is the only full-time Architecture department faculty member who teaches these courses. Luzardo also serves as co-coordinator for the Mission Hiring Hall program.

17. Luzardo believes that the most senior full-time faculty member in the Architecture department, Olallo Fernandez, also is competent to teach some or all construction management courses the department historically has offered. Luzardo also believes, however, that Fernandez intends to retire at the end of the 2020–2021 academic year. No evidence contradicts Luzardo’s understanding of Fernandez’s intentions; at the same time, however, no evidence establishes that Fernandez already has retired.

18. If the District does not re-employ Luzardo as a full-time faculty member for the 2021–2022 academic year, it likely will reduce the frequency with which it offers construction management courses, and may reduce or discontinue the Mission Hiring Hall cooperative program. The evidence does not establish, however, that the District will be unable to offer construction management courses, certificates, or degrees without continuing to employ Luzardo as a full-time faculty member.

19. Luzardo did not testify that his education or experience qualify him to teach any course that the District offers through any department other than the

Architecture department, or that he has believed at any time relevant to this proceeding that the District considered him so qualified.

20. All full-time Architecture department faculty members junior to Luzardo also are respondents.

Jeannette Male and Kirstin Williams

21. Respondent Jeannette Male is a faculty member in the Physical Education and Dance department. Male is one of only two full-time faculty members in the Physical Education and Dance department to teach dance courses.

22. The other full-time dance faculty member is respondent Kirstin Williams, who is less senior than Male.

23. Male testified credibly and without contradiction that she and Williams teach both lecture and technique courses regarding dance. The district offers a degree in dance performance and various dance-related certificates, and Male's and Williams's courses are necessary to those study programs.

24. Dance is a discrete discipline, according to the MQ Handbook.

25. If the District does not re-employ either Male or Williams as full-time faculty members for the 2021–2022 academic year, it likely will reduce the frequency or variety of its dance courses. The evidence does not establish, however, that the District will be unable to offer dance courses, certificates, or degrees without continuing to employ either Male or Williams as a full-time faculty member.

26. Male did not testify that her education or experience should qualify her to teach any course that the District offers through any department other than the

Physical Education and Dance department, or that she has believed at any time relevant to this proceeding that the District considered her so qualified.

27. The evidence does not establish that Williams has education or experience that should qualify her to teach any course that the District offers through any department other than the Physical Education and Dance department.

28. All full-time Physical Education and Dance department faculty members junior to Male, including Williams, also are respondents.

Hideki Richard Uchida

29. Respondent Hideki Richard Uchida has been a faculty member in the Business department for 33 years in total, and a full-time faculty member for 13 years.

30. Uchida testified credibly and without contradiction that he is the only full-time faculty member in the Business department to have taught business law during the last several years. (A former colleague who also taught such courses has retired.) Business law courses are necessary for several degrees the Business department offers.

31. Although law is a discrete discipline according to the MQ Handbook, business law is not. The 2020 MQ Handbook states specifically that law courses “for application to a particular discipline may be classified, for minimum qualifications purposes[,] in the discipline of the application” rather than in law.

32. Uchida holds a J.D. degree, and believes that he is the most senior full-time Business department faculty member to hold this degree. The evidence does not establish that a J.D. is necessary to qualify a faculty member to teach business law.

33. If the District does not re-employ Uchida as a full-time faculty member for the 2021–2022 academic year, it likely will reduce the frequency with which it offers business law courses. The evidence does not establish, however, that the District will be unable to offer business law courses without continuing to employ Uchida as a full-time faculty member.

34. Uchida did not testify that his education or experience should qualify him to teach any course that the District offers through any department other than the Business department, or that he has believed at any time relevant to this proceeding that the District considered him so qualified.

35. All full-time Business department faculty members junior to Uchida also are respondents.

Claudia Ferreira da Silva

36. Respondent Claudia Ferreira da Silva has been a faculty member in the Computer Networking and Information Technology (CNIT) department since 2007 and has been a full-time faculty member since 2009.

37. Ferreira da Silva teaches courses relating to web development, including a course in the Javascript programming language. Aside from respondent Maura Devlin-Clancy, Ferreira da Silva does not believe that any full-time CNIT department faculty members who are senior to her know Javascript well enough to teach a course on it.

38. The MQ Handbook does not identify either Javascript or web development as a discipline.

Richard Wu

39. Respondent Richard Wu also is a faculty member in the CNIT department. He has taught in the department since 2014 and has been a full-time faculty member since 2015.

40. Wu teaches various courses relating to computer networking. Several of Wu's courses are necessary for students to receive an industry-approved certificate confirming their knowledge and skill relating specifically to creating and maintaining networks using equipment manufactured by Cisco Systems. Wu is the only full-time faculty member qualified to teach courses leading to this industry certificate.

RESPONDENTS WHO ARE THE ONLY FULL-TIME FACULTY MEMBERS IN THEIR DEPARTMENTS

41. During the 2020–2021 academic year, the District had at least one instructional department (Administration of Justice and Fire Science) with no full-time faculty members.

42. The faculty reductions stated in the PKS Resolution will leave four other departments (Aircraft Maintenance Technology, Fashion, Philippine Studies, and Women's and Gender Studies) without any full-time faculty members.

Tanya E. Lyles and Kenyon Verbeckmoes

43. The District has taken formal steps to wind down and discontinue its Aircraft Maintenance Technology department.

44. During the 2020–2021 academic year, the Aircraft Maintenance Technology department included only two full-time faculty members,⁵ respondents Tanya E. Lyles and Kenyon Verbeckmoes.

45. If the District does not re-employ Lyles or Verbeckmoes as full-time faculty members for the 2021–2022 academic year, it likely will reduce the frequency with which it offers courses relating to aircraft maintenance. The evidence does not establish, however, that the District will be unable to wind down its Aircraft Maintenance Technology department without continuing to employ either Lyles or Verbeckmoes as full-time faculty members.

46. The evidence does not establish that Lyles has education or experience that should qualify Lyles to teach any course that the District offers through any department other than the Aircraft Maintenance Technology department, or that Lyles has believed at any time relevant to this proceeding that the District considered Lyles so qualified.

47. As described more fully in Findings 70 through 74, below, Verbeckmoes has not applied to the District for reassignment into any department in which Verbeckmoes would be senior to at least one non-respondent.

⁵ Before the District Board adopted the PKS Resolution, District records stated erroneously that respondent Joseph Gumina also was a member of the Aircraft Maintenance Technology department. For this reason, Exhibit A to the PKS Resolution stated that the District would reduce services in this department by three full-time faculty members, rather than only two.

Natalie Smith

48. The District has not taken formal steps to wind down or discontinue its Fashion department, or to discontinue any of the degree and certificate programs this department offers.

49. During the 2020–2021 academic year, the Fashion department included only one full-time faculty member, respondent Natalie Smith.

50. Smith teaches three to five courses each semester, focusing primarily on styling, merchandising, and fashion industry forecasting. She also serves as department chair, coordinating schedules for the department's other part-time faculty members and advising for its students.

51. If the District does not re-employ Smith as a full-time faculty member for the 2021–2022 academic year, it likely will reduce the frequency with which it offers courses relating to fashion design, production, and marketing. The evidence does not establish, however, that the District will be unable to maintain a Fashion department or to offer fashion-related courses without continuing to employ Smith as a full-time faculty member.

52. Smith did not testify that her education or experience should qualify her to teach any course that the District offers through any department other than the Fashion department, or that she has believed at any time relevant to this proceeding that the District considered her so qualified.

Lily Ann Villaraza

53. The District has not taken formal steps to wind down or discontinue its Philippine Studies department, or to discontinue any of the degree and certificate programs this department offers.

54. During the 2020–2021 academic year, the Philippine Studies department included only one full-time faculty member, respondent Lily Ann Villaraza.

55. The Philippine Studies department has existed since 1970. It offers no degrees, although Villaraza has developed a degree program that the District Board has not yet approved. The department also offers certificates. Villaraza testified credibly and without contradiction that even though the department does not offer a formal degree, it exemplifies scholarship and leadership for the Filipino community not just in San Francisco but regionally, nationally, and internationally.

56. If the District does not re-employ Villaraza as a full-time faculty member for the 2021–2022 academic year, it may reduce the frequency with which it offers courses leading to its certificates or, if approved, its degree. The evidence does not establish, however, that the District will be unable to maintain a Philippine Studies department or to offer related courses without continuing to employ Villaraza as a full-time faculty member.

Adele Failes-Carpenter

57. The District has not taken formal steps to wind down or discontinue its Women's and Gender Studies department, or to discontinue any of the degree and certificate programs this department offers.

58. During the 2020–2021 academic year, the Women’s and Gender Studies department included only one full-time faculty member, respondent Adele Failes-Carpenter.

59. Failes-Carpenter teaches courses regarding addressing and preventing sexual violence. She also coordinates a program training students both at San Francisco City College and in San Francisco’s public high schools as peer educators to prevent sexual violence. Failes-Carpenter has not recently taught the introductory course that the department requires for its degree, although she believes herself qualified to teach it.

60. If the District does not re-employ Failes-Carpenter as a full-time faculty member for the 2021–2022 academic year, it likely will reduce the frequency with which it offers some courses in the Women’s and Gender Studies department, and may withdraw from or reduce participation in the peer educator training program. The evidence does not establish, however, that the District will be unable to maintain a Women’s and Gender Studies department or to offer related courses, certificates, and degrees without continuing to employ Failes-Carpenter as a full-time faculty member.

Cross-Service Qualifications (“Bumping”)

61. In identifying faculty members whose services may become unnecessary because of service reductions, the District must evaluate whether any faculty member qualifies for reassignment to a service in which that faculty member is relatively more senior. Because formal credentials from the California Commission on Teacher Credentialing are not necessary for community college faculty members, the Education Code requires the District to make this evaluation with reference to the faculty member’s “faculty service area” (FSA).

62. In accordance with the Education Code, the District has negotiated with its full-time faculty members' exclusive representative, Local 2121 of the American Federation of Teachers (AFT), to establish FSA designations for the District. Under the most recent agreement between the District and AFT,

The District's FSAs are established and shall be maintained according to the Disciplines List, as adopted by the State Board of Governors of California Community Colleges and contained in the latest [MQ Handbook], except that each foreign language shall be deemed a separate FSA.

63. No respondent who taught a non-English language at the District during the 2020–2021 academic year contends that she or he qualifies for assignment to a new department for the 2021–2022 academic year, or that complainant proposes to retain a full-time faculty member who is less senior to teach the same language. For this reason, any distinction between an FSA (as the agreement between the District and AFT defines it) and a discipline (as the MQ Handbook defines and categorizes disciplines) is immaterial to this proceeding.

64. The agreement described in Finding 62 calls for the District to assign primary FSA's to faculty members at the time of hiring, reflecting the "teaching assignment(s) for which they were hired." In addition, a faculty member may ask the District to confirm the faculty member's qualifications in one or more secondary FSA's, for the District to consider if it proposes to reduce services by declining to re-employ full-time faculty members.

65. In late January 2021, all full-time faculty members received email from the District's human resources department inviting them to review a list of full-time

faculty members (the January List) that a District staff member had excerpted from the District's comprehensive personnel database. The January List stated one or more FSA's for each faculty member.

66. For some faculty members, the FSA designations on the January List did not precisely match disciplines listed in the 2019 MQ Handbook or the 2020 MQ Handbook. In addition, for some faculty members, the January List included multiple FSA designations, some bearing little or no apparent relationship to those faculty members' department assignments. Finally, for some faculty members (as described more fully below in Findings 85 through 124) the January List showed the same FSA designations even though these faculty members served in different departments, and in different disciplines according to the MQ Handbook.

67. The January List drew its FSA designations from the District's personnel records. Because the CCCCCO has revised the MQ Handbook many times since 1990, by adding, changing, and subdividing disciplines, the matters stated in Finding 66 do not rule out the possibility that some faculty members' FSA designations in the District's personnel records correspond directly and accurately to disciplines that the MQ Handbook listed when the District first hired those people. At the same time, the evidence does not establish clearly when or how any District staff member recorded the FSA designations that appeared on the January List.

68. The email presenting the January List to full-time faculty members encouraged them to review the January List's FSA designations. The District provided a mechanism for faculty members to request FSA additions or corrections, and directed them to submit any such requests on or before February 15, 2021.

RESPONDENTS WHOSE QUALIFICATIONS FOR REASSIGNMENT WERE REVIEWED BEFORE THE HEARING (33)

69. For 33 respondents who were junior to all non-respondents in the departments in which they served for 2020–2021, complainant or other District staff members had reviewed specifically before the hearing whether any of these respondents qualified for assignment in 2021–2022 to a different department in which the respondent would be senior to at least one non-respondent.

Respondents Who Initiated Reclassification Review (28)

70. More than 80 full-time faculty members submitted requests on or before February 15, 2021, to correct or add to the FSA designations on the January List.

71. Most faculty members who applied before February 15, 2021, to correct or add FSA designations did not become respondents in this proceeding.

72. A committee comprising staff members from the District’s human resources department and faculty members reviewed many of the FSA addition or correction requests, prioritizing requests from full-time faculty members who had received the notices described in Findings 2 and 3. At the time of the hearing, however, no decision in accordance with the agreement between the District and AFT (referenced above in Finding 62) had occurred with respect to any such request.

73. Complainant has withdrawn the accusation with respect to four respondents (Alexandra Kaplan, Michael Needham, Adriana Rivera, and Erica Tom) who submitted requests before February 15, 2021, for secondary FSA evaluation. These respondents were junior to some or all other respondents in their 2020–2021

departments, but each is senior to at least one full-time non-respondent in a different department.

74. Twenty-four additional respondents applied before February 15, 2021, to correct or add FSA designations, and are not among the respondents as to whom complainant has withdrawn the accusation. These respondents are:

- a. Lori Admokom,
- b. Elena Alvarado-Strasser,
- c. Claire Brees,
- d. Neela Chatterjee,
- e. Robert L. Del Vecchio,
- f. Robert Duncan,
- g. Adele Failes-Carpenter,
- h. Tanaka V. Gaines,
- i. Breana Hansen,
- j. Samuel Johnson,
- k. Jesse Kolber,
- l. Shuk-Han Lau,
- m. Kathleen Marquez,
- n. Thomas Menendez,

- o. Patricia Miller,
- p. Michelle Nermon,
- q. Wynn Newberry,
- r. David R. Pieper,
- s. Caroline Priestley,
- t. Robin Pugh,
- u. Ronald Richardson,
- v. Kevin Sherman,
- w. Kenyon Verbeckmoes, and
- x. Lily Ann Villaraza.

As to each of these 24 respondents, the evidence identifies no District department in which the respondent's FSA designation(s) (as stated in the January List or with the revisions the respondent requested) might have qualified the respondent to serve for the 2021–2022 academic year, and in which the respondent would have been senior to at least one full-time non-respondent.

Respondents as to Whom Complainant Initiated Reclassification Review (5)

75. Respondent Devlin-Clancy was a CNIT department faculty member during the 2020–2021 academic year, and received one of the notices described above in Finding 3. This notice alerted Devlin-Clancy that although her services would not be

necessary for the 2021–2022 academic year in the CNIT department, she might retain her full-time faculty position by demonstrating her qualification for reassignment to the Computer Science department.

76. The evidence does not establish that complainant’s offer to review Devlin-Clancy’s qualification for reassignment was inadequate or illusory. The evidence also does not establish that Devlin-Clancy relied reasonably on any representation to her by any District representative, through the January List or otherwise, to the effect that she already qualified for reassignment to any FSA the District offers through any department other than the CNIT department.

77. The evidence does not establish that Devlin-Clancy has education or experience that should qualify her to teach in any FSA that the District offers through any department other than the CNIT department.

78. Respondent Christopher Lewis was an Earth Sciences department faculty member during the 2020–2021 academic year, and received one of the notices described above in Finding 3. This notice alerted Lewis that although his services would not be necessary for the 2021–2022 academic year in the Earth Sciences department, he might retain his full-time faculty position by demonstrating his qualification for reassignment to the Biological Sciences department.

79. The evidence does not establish that complainant’s offer to Lewis’s qualification for reassignment was inadequate or illusory. The evidence also does not establish that Lewis relied reasonably on any representation to him by any District representative, through the January List or otherwise, to the effect that he already qualified for reassignment to any FSA the District offers through any department other than the Earth Sciences department.

80. The evidence does not establish that Lewis has education or experience that should qualify him to teach in any FSA that the District offers through any department other than the Earth Sciences department.

81. Respondent Frederick Moore was a Chemistry department faculty member during the 2020–2021 academic year, and was the most senior member of the full-time Chemistry faculty to become a respondent. Moore received one of the notices described above in Finding 3. This notice alerted Moore that although his services would not be necessary for the 2021–2022 academic year in the Chemistry department, he might retain his full-time faculty position by demonstrating his qualification for reassignment to the Biological Sciences department. Complainant has withdrawn the accusation against respondent Moore.

82. Respondent Melinda Weil was an Astronomy department faculty member during the 2020–2021 academic year, and was the most senior member of the full-time Astronomy faculty to become a respondent. Weil received one of the notices described above in Finding 3. This notice alerted Weil that although her services would not be necessary for the 2021–2022 academic year in the Astronomy department, she might retain her full-time faculty position by demonstrating her qualification for reassignment to the Physics department. Complainant has withdrawn the accusation against respondent Weil.

83. Complainant issued the notice described above in Finding 2 to respondent Joseph Gumina because of the error in department identification described above in Finding 44, note 5. Gumina has for many years been a faculty member in the Automotive/Motorcycle, Construction, and Building Maintenance department. Complainant has withdrawn the accusation against respondent Gumina.

RESPONDENTS WHOSE QUALIFICATIONS FOR REASSIGNMENT WERE NOT REVIEWED BEFORE THE HEARING (130)

84. Most respondents neither submitted requests before February 15, 2021, asking the District to evaluate their qualifications for potential reassignment, nor received one of the notices described in Finding 3 inviting them personally to demonstrate such qualifications. Respondents contend that some respondents qualify regardless to change departments.

Business, English, and Mathematics Department Respondents

85. For nine of the 12 respondents who served in the Business department during the 2020–2021 academic year, the January List states the respondent’s FSA as “ACCOUNTING; BUSINESS; GENERAL BUSINESS.” One of these nine respondents is Needham, as to whom complainant has withdrawn the accusation.

86. For each of the 11 respondents who served in the English department during the 2020–2021 academic year, the January List states the respondent’s FSA as “BUSINESS; BUSINESS ENGLISH; ENGLISH.”

87. For each of the four respondents who served in the Mathematics department during the 2020–2021 academic year, the January List states the respondent’s FSA as “BUSINESS; MATHEMATICS.”

88. The evidence does not establish that any of the nine Business department respondents described above in Finding 85, other than Needham, has education or experience that should qualify that respondent to teach any course that

the District offers through any department other than the Business department, and is senior to any non-respondent in that other department.

89. Despite the matters stated in Findings 85 through 87, the evidence does not establish that any of the nine Business department respondents described above in Finding 85, other than Needham, has believed at any time relevant to this proceeding that the District considered that respondent qualified to teach any course that the District offers through any department other than the Business department. Moreover, none of these respondents reasonably could have held such a belief based solely on the January List.

90. The evidence does not establish that any English department respondent has education or experience that should qualify that respondent to teach any course that the District offers through any department other than the English department, and is senior to any non-respondent in that other department.

91. Despite the matters stated in Findings 85 through 87, the evidence does not establish that any English department respondent has believed at any time relevant to this proceeding that the District considered that respondent qualified to teach any course that the District offers through any department other than the English department. Moreover, no English department respondent reasonably could have held such a belief based solely on the January List.

92. The evidence does not establish that any Mathematics department respondent has education or experience that should qualify that faculty member to teach any course that the District offers through any department other than the Mathematics department, and is senior to any non-respondent in that other department.

93. Despite the matters stated in Findings 85 through 87, the evidence does not establish that any Mathematics department respondent has believed at any time relevant to this proceeding that the District considered that respondent qualified to teach any course that the District offers through any department other than the Mathematics department. Moreover, no Mathematics department respondent reasonably could have held such a belief based solely on the January List.

Biological Sciences Department Respondents

94. For each of the nine respondents who served in the Biological Sciences department during the 2020–2021 academic year, the January List states the respondent's FSA as "ANTHROPOLOGY; BIOLOGICAL SCIENCE; EARTH SCIENCES."

95. The evidence does not establish that any Biological Sciences respondent has education or experience that should qualify that respondent to teach any course that the District offers through any department other than the Biological Sciences department, and is senior to any non-respondent in that other department.

96. Despite the matters stated in Finding 94, the evidence does not establish that any Biological Sciences department respondent has believed at any time relevant to this proceeding that the District considered that respondent qualified to teach any course that the District offers through any department other than the Biological Sciences department. Moreover, no Biological Sciences respondent reasonably could have held such a belief based solely on the January List.

Ferreira da Silva (CNIT)

97. For respondent Ferreira da Silva, the January List stated her FSA's as "COMPUTER INFO SYSTEMS; INSTRUCTIONAL ASSISTING; MICROCOMPUTER APPL."

98. For every faculty member in the Computer Science department, the January List also states "COMPUTER INFO SYSTEMS; MICROCOMPUTER APPL" as FSA's.

99. The MQ Handbook identifies computer information systems and computer science as distinct disciplines. Faculty members meet minimum qualifications to teach in computer information systems with a bachelor's degree and relevant professional experience. To teach in computer science, the MQ Handbook states that a faculty member generally must have a master's degree in computer science or a closely related field, or have equivalent professional experience.

100. Ferreira da Silva began her career in the late 1980's as a computer programmer and analyst for an oil company in Brazil. She immigrated to the United States in 1997 and worked for several years providing consulting services relating to the "Y2K problem." Between 2002 and 2007, she was a senior software engineer for a major international shipping company. She holds a bachelor's degree in computer engineering and a master's degree in adult education and distance learning.

101. Ferreira da Silva did not submit any request to the District's human resources department, whether before or after February 15, 2021, for an additional FSA designation in Computer Science.

102. Ferreira da Silva testified credibly that she understood from the January List that she would qualify for reassignment from the CNIT department to the Computer Science department without needing to apply for an additional FSA designation. She testified further, and also credibly, that she believes herself qualified to serve in the Computer Science department, and that the only reason she did not submit a request before February 15, 2021, for a Computer Science FSA designation was that she did not understand any such request to be necessary.

103. In light of the matters stated in Findings 97 through 100, Ferreira da Silva's reliance as described in Finding 102 was reasonable.

104. Ferreira da Silva is senior to one full-time Computer Science department faculty member who is not a respondent in this proceeding. She is junior in the CNIT department to respondent Devlin-Clancy.

Richard Wu (CNIT)

105. For respondent Wu, the January List stated his FSA's as "COMPUTER INFO SYSTEMS; MICROCOMPUTER APPL."

106. Wu did not submit any request to the District's human resources department, whether before or after February 15, 2021, for an additional FSA designation in Computer Science.

107. Wu testified credibly that he understood from the January List that he would qualify for reassignment from the CNIT department to the Computer Science department without needing to apply for an additional FSA designation. He testified further, and also credibly, that he believed (and believes) himself qualified to serve in the Computer Science department, and that the only reason he did not submit a request before February 15, 2021, for a Computer Science FSA designation was that he did not understand any such request to be necessary.

108. Wu holds a bachelor's degree in computer engineering and a master's degree in cybersecurity.

109. In light of the matters stated in Findings 98, 99, 105 and 108, Wu's reliance as described in Finding 107 was reasonable.

110. Wu is senior to one full-time Computer Science department faculty member who is not a respondent in this proceeding. He is junior in the CNIT department to respondents Devlin-Clancy and Ferreira da Silva.

Lorenzo Ubungen (Counseling)

111. Respondent Lorenzo Ubungen served in the Counseling department during the 2020–2021 academic year. The January List stated his FSA as “COUNSELING; STUDENT SERVICES.”

112. The January List also states the same FSA, “COUNSELING; STUDENT SERVICES,” for every faculty member in the EOPS (Extended Opportunity Programs and Services) department.

113. The MQ Handbook distinguishes general counseling from EOPS counseling, and prescribes minimum qualifications for EOPS counseling that are in addition to the minimum qualifications for general counseling.

114. Ubungen did not submit any request to the District’s human resources department, whether before or after February 15, 2021, for an additional FSA designation in EOPS.

115. Ubungen testified credibly that he believes himself to meet the qualifications stated in the MQ Handbook for EOPS counseling. Academic documents in evidence confirm that his belief is reasonable.

116. Ubungen testified credibly that he understood from the January List that he would qualify for reassignment from the Counseling department to the EOPS department without needing to apply for an additional FSA designation. He testified further, and also credibly, that the only reason he did not submit a request before

February 15, 2021, for an EOPS FSA designation was that he did not understand any such request to be necessary.

117. Another faculty member who served in the Counseling department during the 2020–2021 academic year did apply before February 15, 2021, to add a secondary FSA in EOPS. This faculty member received a response within just a few days from an unidentified District staff member informing her that because EOPS was in effect a Counseling subdivision, “no changes will be made.”

118. In light of the matters stated in Findings 111, 112, 115, and 117, and despite the matters stated in Finding 113, Ubungen’s reliance as described in Finding 116 was reasonable.

119. Ubungen is senior to two full-time EOPS department faculty members who are not respondents in this proceeding. He is junior to five other Counseling department respondents (Jimmy Ly, Nixora Ferman, Alexander Lee, Gabriela Alvarenga, and Adriana Garcia).

Other Counseling Department Respondents

120. The January List stated the same FSA, “COUNSELING; STUDENT SERVICES,” for each of the 14 respondents who served in the Counseling department during the 2020–2021 academic year. Three of these 14 respondents are Kaplan, Rivera, and Tom. Complainant has withdrawn the accusation with respect to Kaplan, Rivera, and Tom.

121. Despite the matters stated in Findings 112 and 120, the evidence does not establish that any respondent other than Ubungen who served in the Counseling department during the 2020–2021 academic year relied on any representation by any

District representative, through the January List or otherwise, to the effect that the respondent already qualified for reassignment to the EOPS department.

122. Some members of the Disabled Students Programs and Services (DSPS) department are instructors, and some are counselors. For the respondents who served in the DSPS department as counselors during the 2020–2021 academic year, the January List states the same FSA, “COUNSELING; STUDENT SERVICES,” as for the respondents who served in the Counseling department during the 2020–2021 academic year.

123. The MQ Handbook distinguishes general counseling from “community college counselor of students with disabilities,” and prescribes different minimum qualifications for these two non-instructional disciplines.

124. Despite the matters stated in Findings 120 and 122, the evidence does not establish that any respondent who served in the Counseling department during the 2020–2021 academic year relied reasonably on any representation by any District representative to the effect that the respondent already qualified for reassignment to the DSPS department.

Megan Sweeney (Social Sciences)

125. Respondent Megan Sweeney served in the Social Sciences department during the 2020–2021 academic year. The January List stated Sweeney’s FSA as “CRIMINOLOGY; POLITICAL SCIENCE.”

126. The evidence does not establish that Sweeney has education or experience that should qualify her to teach any course that the District offers, with full-time faculty,⁶ through any department other than the Social Sciences department.

127. Despite the matters stated in Finding 125, the evidence does not establish that Sweeney has believed at any time relevant to this proceeding that the District considered her qualified to teach any course that the District offers, with full-time faculty, through any department other than the Social Sciences department. Moreover, Sweeney could not reasonably have held such a belief based solely on the January List.

Seniority

128. The January List also showed faculty members' seniority dates. The District provided a mechanism for faculty members to identify potential seniority date errors and to request corrections.

129. Several faculty members identified seniority date errors, and provided information to the District supporting their claims to earlier seniority dates. The only seniority date error relevant to this proceeding involves respondent Manuel Guillermo Romero, who served in the Automotive/Motorcycle, Construction, and Building Maintenance department during the 2020–2021 academic year.

⁶ Sweeney may qualify to teach courses in the Administration of Justice and Fire Science department, but as stated in Finding 41 this department had no full-time faculty members during the 2020–2021 academic year.

130. When complainant gave the notices described above in Finding 2, District records showed Romero's seniority date as August 16, 2018. District records at that time also showed seniority dates in and after 2017 for four other full-time faculty members in the Automotive/Motorcycle, Construction, and Building Maintenance department. Complainant used these records to identify Romero and these four other faculty members as potential respondents, and gave them notices as described in Finding 2.

131. Romero earlier had filed and resolved a grievance, however, confirming his seniority date as August 10, 2016. This date is the same as the seniority date for two other full-time faculty members in the Automotive/Motorcycle, Construction, and Building Maintenance department, Arcadia Maximo and Stephen Brady. With the correction, Romero is the most senior respondent from the Automotive/Motorcycle, Construction, and Building Maintenance department, because Maximo and Brady did not receive notices as described in Finding 2.

132. Complainant relied on the error described in Findings 130 and 131 to distinguish Romero from Maximo and Brady in this proceeding.

133. The January List also includes lottery numbers for each faculty member, for use if necessary to break seniority date ties. In this instance, however, complainant did not use these numbers to determine that Romero should be a respondent but that Maximo and Brady should not. Moreover, when the District corrected its records regarding Romero's seniority date, it did not change these lottery numbers to make them meaningful for establishing a seniority order, if necessary, among Maximo, Brady, and Romero. These lottery numbers provide no rational basis for distinguishing in this matter between respondent Romero and his equally senior non-respondent colleagues Maximo and Brady.

134. Taking into account the corrections described in Findings 83 and 131, all respondents except for respondent Gumina and respondent Romero were the most junior full-time faculty members serving in their departments during the 2020–2021 academic year.

135. Respondent Gumina is senior to several full-time faculty members in the Automotive/Motorcycle, Construction, and Building Maintenance department who are not respondents. Gumina is junior to respondent Lyles.

LEGAL CONCLUSIONS

1. Jurisdiction in this matter exists under Education Code sections 87740 and 87743. The District's and complainant's pre-hearing notices and actions, described in Findings 1 through 5, satisfied these statutes' requirements, making all 163 respondents proper respondents in this proceeding.

2. The rights and status of any part-time faculty members the District may employ are not at issue in this proceeding. (*Daniels v. Shasta-Tehama-Trinity J. Community College Dist.* (1989) 212 Cal.App.3d 909, 921.)

Choice and Magnitude of Services to Reduce or Discontinue (160 Full-Time Equivalent Faculty Positions)

3. Because of the matters stated in Findings 8 through 11, the services listed in the PKS Resolution are services that the District may reduce or discontinue. The District Board's identification of services in a manner corresponding directly to the District's departmental organization, rather than to the MQ Handbook, to District FSAs established in accordance with the agreement between the District and AFT, or to any

other potential service categories, is not arbitrary or capricious, and is not an abuse of the District Board's discretion.

4. The matters stated in Findings 13 through 60 show that the District Board's decision to reduce District services in the manner the PKS Resolution describes is likely to cause significant changes in the District's course offerings and staffing. These matters do not show that this decision is fraudulent or dishonest, however, or that this decision will compel the District Board to act in the future in a manner violating any other law. The District Board's decision to reduce the services stated in the PKS Resolution by the amounts stated in that resolution is not arbitrary or capricious, and is not an abuse of the District Board's discretion.

Withdrawn Accusations (7 Individual Faculty Members)

5. Because of the matters stated in Findings 6, 73, and 81 through 83, the District must dismiss the accusation as to respondents Gumina, Kaplan, Moore, Needham, Rivera, Tom, and Weil.

Seniority Within 2020–2021 Services

6. The matters stated in Findings 130 through 133 establish with respect to respondent Romero that complainant proposes to retain equally senior faculty members to perform the same service that Romero performed. A decision by the District to terminate Romero instead of these equally senior faculty members would be arbitrary and capricious on this record. The District must not terminate Romero.

7. The matters stated in Findings 12 and 83 establish that complainant has not notified any respondent that the respondent's services will not be necessary for the 2021–2022 academic year, while failing to give similar notice to any more junior

full-time faculty member who served within the same District department during the 2020–2021 academic year.

Potential Service Reassignments

8. The District may not terminate any full-time faculty member's services while retaining a junior full-time faculty member "to render a service in a faculty service area in which" the senior full-time faculty member qualifies to serve. (Ed. Code, § 87743.) Because of the matters stated in Legal Conclusions 3 and 4, "to render a service" with respect to this proceeding means to serve as a member of a District department, not to serve within a particular discipline according to the MQ Handbook.

9. Because of the matters stated in Legal Conclusions 3 and 8, the matters stated in Findings 66, 67, and 72 are relevant in this proceeding only insofar as they may reflect errors or omissions in the District's records regarding respondents. These potential errors and omissions are not relevant in this proceeding to the extent they relate solely to full-time faculty members who are not respondents.

10. Education Code section 87743.4 requires the District to "maintain a permanent record for each faculty member employed by the district" of the faculty member's FSA or FSA's, and to maintain this record "in the faculty member's personnel file." The Education Code further specifically directs the District to evaluate a faculty member's FSA at the time of a potential reduction in force with respect to "the records of the District maintained pursuant to [Education Code] Section 87743.4." Finally, however, the Education Code permits the District also to consider requests by faculty members for additional FSA designations if the District received those requests "on or before February 15." (Ed. Code, § 87743.3.)

11. Taken together, Legal Conclusions 8 and 10 indicate that a respondent in this proceeding might qualify for retention and reassignment for the 2021–2022 academic year under either of two circumstances: (1) the respondent’s primary FSA, according to District records, is a discipline that occurs within more than one District department, or (2) the respondent qualifies, based on District records or on supplemental information the respondent submitted before February 15, 2021, for a secondary FSA that is a discipline occurring within a different District department from the department in which the respondent so far has served. In either case, however, the District would need to retain such a respondent only if reassignment would make that respondent senior to at least one non-respondent in the new department.

12. The District has the obligation in the first instance to identify faculty members who qualify for reassignment. (Ed. Code, § 87743; *Duax v. Kern Community College Dist.* (1987) 196 Cal.App.3d 555, 566-567.)

13. Because of the matters stated in Finding 41 and in Legal Conclusion 11, the District need not reassign any respondent to the Administration of Justice and Fire Science department to avoid terminating the services of a full-time faculty member while retaining another employee with less seniority to render a service that the more senior employee can render.

14. Because of the matters stated in Findings 12 and 70 through 74, none of the 24 respondents who applied before February 15, 2021, for a different or additional FSA qualifies, either on the basis of the respondent’s 2020–2021 department assignment and FSA(s) as maintained in District records or on the basis of any potential different or additional FSA, for assignment to any District department in which that respondent is senior to at least one full-time non-respondent.

15. Because of the matters stated in Findings 75 through 80, neither respondent Devlin-Clancy nor respondent Lewis qualifies for assignment to any District department in which that respondent is senior to at least one full-time non-respondent.

16. As stated in Findings 101, 106, and 114, respondents Ferreira da Silva, Wu, and Ubungen failed to apply to the District before February 15, 2021, for evaluation of their qualifications to serve in FSAs that the District offers through departments other than the departments in which these respondents served during the 2020–2021 academic year.

17. As to each of these respondents, however, the matters stated in Findings 97 through 103 (Ferreira da Silva), 105 through 109 (Wu), and 111 through 118 (Ubungen) estop complainant to contend that these respondents' 2020–2021 department assignments, in combination with their FSAs as maintained in District records, fail to qualify them for reassignment to other departments.

18. The matters stated in Legal Conclusion 17 do not demonstrate conclusively that respondents Ferreira da Silva, Wu, and Ubungen meet minimum qualifications, according to the MQ Handbook, for service in disciplines other than the disciplines in which they served during the 2020–2021 academic year. With respect to these three respondents, however, the matters stated in Legal Conclusion 17 demonstrate that complainant should have given these respondents notices similar to the notices described in Finding 3, and should have undertaken affirmatively before the hearing in this matter to confirm whether these respondents qualify for reassignment. Because complainant did not do so, the District cannot conclude on this record with respect to Ferreira da Silva, Wu, and Ubungen that complainant does not

propose to retain anyone junior to these three respondents to serve in a department and FSA for which these three respondents qualify.

19. The burden of proving facts necessary to support an estoppel rests with the person asserting it. The matters stated in Findings 18, 26, 27, 34, 46, 52, 74, 85 through 96, and 120 through 124 confirm that Ferreira da Silva, Wu, and Ubungen are the only respondents who may estop complainant to contend that that they do not qualify, on the basis of their 2020–2021 department assignments and their FSAs as maintained in District records, for reassignment to other departments.

20. Because of the matters stated in Finding 12 and in Legal Conclusions 14, 15, and 19, no respondent as to whom complainant has not withdrawn the accusation, other than Ferreira da Silva, Wu, and Ubungen, qualifies for assignment to any District department in which that respondent is senior to at least one full-time non-respondent.

21. Because of the matters stated in Legal Conclusions 5, 6, 7, 14, 15, and 20, complainant does not propose to terminate the services of any full-time faculty member other than Ferreira da Silva, Wu, and Ubungen, while retaining any other employee with less seniority to render a service in any FSA for which District records reflect that the more senior employee possesses the minimum qualifications and is competent.

Summary

22. The matters stated in Legal Conclusions 5, 6, and 18 do not constitute cause under Education Code section 87743 to give notice to respondents Ferreira da Silva, Gumina, Kaplan, Moore, Needham, Rivera, Romero, Tom, Ubungen, Weil, and Wu that their services will not be required for the upcoming 2021–2022 academic year.

23. The matters stated in Legal Conclusions 7, 14, 15, 20, and 21 constitute cause under Education Code section 87743 to give notice to all respondents other than respondents Ferreira da Silva, Gumina, Kaplan, Moore, Needham, Rivera, Romero, Tom, Ubungen, Weil, and Wu that their services will not be required for the upcoming 2021–2022 academic year. In accordance with Education Code section 87740, the cause relates solely to the welfare of the District and the students thereof.

24. If the District gives notices as described in Legal Conclusions 22 and 23, those notices may create future legal obligations for the District. Concerns over whether the District will violate those obligations, or will violate other laws, do not require resolution in this proceeding.

RECOMMENDATION

1. The San Francisco Community College District may not give notice to the seven respondents whose names appear on Exhibit B to this Decision that the District will not require respondents' services for the 2021–2022 academic year. Instead, with respect to the seven respondents whose names appear on Exhibit B to this Decision, the accusation is dismissed.

2. The San Francisco Community College District also may not give notice to the four respondents whose names appear on Exhibit C to this Decision that the District will not require respondents' services for the 2021–2022 academic year. Instead, with respect to the four respondents whose names appear on Exhibit C to this Decision, the accusation also is dismissed.

3. The San Francisco Community College District may give notice to the 152 respondents whose names appear on Exhibit D to this Decision that the District will

not require respondents' services for the 2021–2022 academic year. The District may give this notice to these 152 respondents in inverse seniority order within the departments in which they served during the 2020–2021 academic year, but only to the extent necessary to achieve the departmental service reductions stated in Exhibit A to District Resolution No. 210225-9.C.25.

DATE: 05/05/2021



JULIET E. COX

Administrative Law Judge

Office of Administrative Hearings

Exhibit A: Reduction or Elimination of Certain Particular Kinds of Services

Aircraft Maintenance Technology,
3 full-time equivalent (FTE)

Architecture, 2 FTE

Art, 3 FTE

Astronomy, 1 FTE

Auto/Moto/Constr & Bldg
Maintenance, 5 FTE

Behavioral Sciences, 5 FTE

Biological Sciences, 7 FTE

Broadcast Electronic Media Arts, 2 FTE

Business, 12 FTE

Chemistry, 5 FTE

Child Development & Family Studies, 2
FTE

Cinema, 1 FTE

CNIT, 4 FTE

Communication Studies, 1 FTE

Computer Science, 3 FTE

Counseling, 15 FTE

Culinary Arts & Hospitality, 3 FTE

Earth Sciences, 2 FTE

Engineering & Technology, 3 FTE

English, 11 FTE

Environmental Horticulture & Floristry,
2 FTE

ESL, 19 FTE

Fashion, 1 FTE

Health Education, 2 FTE

Interdisciplinary Studies, 1 FTE

Library & Learning Resources, 6 FTE

Mathematics, 4 FTE

Music, 3 FTE

Nursing, 4 FTE

Philippines Studies, 1 FTE

Physical Education & Dance, 6 FTE

Physics, 3 FTE

Radiological Sciences, 1 FTE

Social Sciences, 6 FTE

Theatre, 1 FTE

Transitional Studies, 3 FTE

Visual Media Design, 1 FTE

Women's & Gender Studies, 1 FTE

World Languages & Cultures, 5 FTE

Total, 160 FTE

Exhibit B: Faculty Members Whose Accusations Complainant Has Withdrawn (7)

Gumina, Joseph

Kaplan, Alexandra

Moore, Frederick L.

Needham, Michael

Rivera, Adriana

Tom, Erica

Weil, Melinda

Exhibit C: Faculty Members Whose Accusations the District Must Dismiss (4)

Ferreira da Silva, Claudia P.

Romero, Manuel Guillermo

Ubungen, Lorenzo

Wu, Richard

Exhibit D: Faculty Members Who May Receive Final Notices That the District Will Not Re-Employ Them for the 2021–2022 Academic Year (152)

Admokom, Lori	Carlson, Lennis J.
Afshar, Golnar	Cash, Raymond
Alford, Marklin	Cauthen, Alfred I.
Alvarado-Strasser, Elena	Cecil, Malcolm
Alvarenga, Gabriela	Cervantes, Consuelo
Ancheta, Rebecca	Chatterjee, Neela
Arceneaux, Jacques	Chu, Emily
Bailey Burns, Cullen	Collins, James
Barone, Augustus	Come, Julie
Beard, Christine	Compeon, Richard
Blackwell, Angela	Cox, Natalie
Boudewyn, Susan	Crow, Kelli J.
Branagan, Laura	D'Aloisio, Michael
Brees, Claire	Del Toro Vazquez, Jose
Buckley, Alissa	Del Vecchio, Robert L.
Cannon, Joseph	Dellimore, Rhea

Demiray, Deniz

Dennehy, Ann

Devlin-Clancy, Maura

Diaz-Infante, Amy

DiGirolamo, Lisa

Duncan, Robert

Dunn-Salahuddin, Aliyah

Easa, Leila

Epperson, Carla

Evans (Johnsen), Jill N.

Failes-Carpenter, Adele

Feliciano, Anthony

Feliu, Veronica E.

Ferman, Nixora

Frankel, Maggie

Frei, Katherine

Fung, Allen

Gaines, Tanaka V.

Galampas, Marcia (Campos-Rojas)

Gallagher, Patricia

Garcia, Adriana

Gliniewicz, David

Goodman, Marilyn

Green, Erik

Hamilton, Shawna

Hansen, Breana

Harrington, Timothy

Harrison, Margaret A.

Hartman, Catherine E.

Heimer, Clare (Stinchcombe)

Helmy, Anna-Lisa

Hill, Kyle

Hong, Bo

Hong, Jennifer

Huot, Bophany L.

Hurst, Diane

Lewis, Christopher J.

Hurt, Mai T.

Lim, Benedict M.

Inomata, Kimiyoshi

Lin, Carina

Johnson, Samuel

Liu, Ying

Jones, Tamika

Lovadino-Crocomo, Carla

Joshi, Aditi

Luttrell, Maximilian

Jung, Paula

Luzardo, Guillermo

Kamatani, Pamela M.

Ly, Jimmy

Kennedy, Thomas

Lyles, Tanya E.

Kienzle, Jennifer

MacAndrew, Ann L.

Kinney, Megan

Male, Jeanette

Kolber, Jesse

Marquez, Kathleen

Kumar, Shridevi

Mbolo, Billington

Kurpinsky, Annemarie

McKenzie, Michelle

Lau, Derek

Meagher, Carole K.

Lau, Shuk-Han

Menendez, Thomas

Law, Suk Fun Fanny

Miller, Patricia

Lee, Alexander

Mullen, Dennis

Nermon, Michelle

Rudd, Jennifer

Newberry, Wynn

Rusali, Mia E.

Nguyen, Sean

Salangsang, John

Nunley, Patricia

Scheffer, Johanna

Oest, Nicole

Schweitzer, David

O'Leary, Daniel

Sen, Maya

Olmos, Christian

Shea, Lorna

Peterson Jr., George

Sheetz, Nuala

Pham, Phong

Sherman, Kevin

Pieper, David R.

Siekman, Jonathan

Potter, Jonathan

Smith, Elizabeth

Potts, David

Smith, Natalie

Prentice, Julian

Somsanith, Darouny

Priestley, Caroline

Soneji, Hitesh M.

Pugh, Robin

Stuart, Christina

Rahn, Katrina

Sweeney, Megan

Richardson, Ronald

Swingle, Stephen

Rosenberg, Stephanie

Tabarracci, Jenny

Tang, Gayle

Uchida, Hideki

Varelas Bojnowski, Maria

Verbeckmoes, Kenyon

Viertel, Clayton T.

Villaraza, Lily Ann

Wang, Thomas

Weyer, Andy

Wiggins, Shawn

Williams, Kirstin

Wong, Brian A.

Woo, Eliza

Yanuarua, Christina