

ACADEMIC SENATE

Meeting Minutes

10/24/2017 Rm. 18-206 1700 W. Hillsdale Blvd. San Mateo, CA 2:30 – 4:30 pm Website

Executive Committee 2017-2018

Jeramy Wallace President

Peter von Bleichert Vice-President (& interim secretary)

> Rosemary Nurre Treasurer

> > [vacant] Secretary

Executives Present

Name of Officer	Executive Committee Role
Rosemary Nurre	Treasurer
Peter von Bleichert	VP (& Interim Secretary)
Jeramy Wallace	President

Senators Present

Name of Senator	Division
Tatiana Irwin	CASS
Allie Fasth	ASLT
Steven Gonzales	Business & Technology
Margaret Kaluzny	CASS
Beth LaRochelle	Math/Science
Vincent Li	Business & Technology
Colby Riley	ASCSM
Kathy Sammut	Counseling
Mick Sherer	Language Arts

Others Present

Name	Representing
Michael Claire	College President
Laura Demsetz	Dean, CASS
Dan Kaplan	American Federation of Teachers
David Laderman	AS Past President
Aaron McVean	VP, PRIE
Teresa Morris	Library/Chair, CoI
John Nazar	Principal, Half Moon Bay High School (HMBHS)
Kristi Ridgway	Dean, Language Arts
John Sewart	PRIE
Sandra Stefani-Comerford	VP Instruction
Jane Yuster	Superintendent, Cabrillo HSD
Tiffany Zammit	Asst. Principal, HMBHS
Ellen Young	CAE Chair
Sarah Mangin	LAC Co-chair

Opening Procedures

Item	Presenter	Time	Details	Action/ Information/ Procedure
Call to order	President	2:30	Jeramy Wallace calls to order, sans quorum.	Procedure
Roll/Introductions	Secretary	2:30	By sign-in sheet	Procedure
Adoption of today's agenda	President	2:40	Attendance=quorum. Rosemary Nurre moves to approve, seconded by Allie Fasth.	Action
Adoption of past minutes	President	2:42	Rosemary Nurre moves to approve, seconded by Tatiana Irwin. Allie Fasth, Steven Gonzales, Vincent Li, and Peter von Bleichert abstain.	Action
Public Comment	Margaret Kaluzny	2:33	Review of Museum of Tolerance (MoT) trip. Wonderful way to meet fellow colleagues. Examined own biases, confronted horrors of human hate throughout history. Built SMCCD community. Wonderful experience. Jeramy Wallace clarifies process to apply for MoT trip: General invitation, contact AS President, first-come-first-serve, prefer tenure-track FT'ers.	Information
	David Laderman	2:35	Honors Project. We won 2 nd place for <i>Labyrinth</i> magazine. David Laderman going to conference in Atlanta, GA with two students to accept award. Some states have passed anti-LGBT legislation. In response, California has passed legislation that had banned use of taxpayer dollars for travel to 'black-list' states. Jeramy Wallace will send policy by email.	

New Senate Business

	Item	Presenter	Time	Details	Action (Motion/Resolution)/ Information//Discus sion
1	Program Review Resource Request	Jeramy Wallace	2:44	Additional instructions for resource request	Information
2	IPC Update	Jeramy Wallace	2:46	Updating diversity statements. IPC minutes sent out. Shared Governance process at CSM is not transparent. In future, all minutes will be disseminated. IPC wants to create a textbook committee. Laura Demsetz is coordinator for this initiative.	Information
3	Accreditation	Jeramy Wallace	2:48	Seeking accreditation liaison/co-chair. Co-chair would work with VPI.	Information
4	ASCSM	Colby Riley	2:50	Halloween party. Unity Day Nov. 8	Information
5	Library Advisory Committee	Sarah Mangin	2:51	Trying to increase coordination. Longer open-hours at library during finals week. In spring, looking at general extended hours.	Information
6	Center for Academic Excellence Committee.	Ellen Young	2:54	Must do something different to get adjuncts to attend. Beth LaRochelle wants training sessions/pro dev activities filmed.	Information
7	Dean, Enrollment Services Hiring Committee	Jeramy Wallace	2:56	We need to swap person on committee since current person has not completed requisite training.	Information

8	Dean, Enrollment Services Hiring Committee	Jeramy Wallace	2:58	Rosemary Nurre moves to approve, Vincent Li seconds. Unanimous, no abstentions. Sylvia Aguirre-Alberto approved.	Motion
9	Board Policy 2.30	Jeramy Wallace	3:00	 Tatiana Irwin concerned item 2 and 3 opens faculty to false equivocation between mainstream and fringe viewpoints. Colby Riley agrees but thinks this is where a grievance would be initiated by a student, so there is recourse. Peter von Bleichert questions #3 wording, "In certain academic disciplines" Finds wording limiting. I.e. A business professor discussing politics may not be protected. Leann Shaw wants clearer language in #2, such as amended with language similar to: "not related to classroom." Jeramy Wallace: Make clear what is teaching, versus politicking. 	Discussion
10	Board Policy 6.18	Jeramy Wallace	3:14	Credit by Examination: Beth LaRochelle wants further definition of what constitutes off-site testing. Not specific about the location. Policy needs to address.	Discussion
11	Early College	Jeramy Wallace; John Nazar; Jane Yuster; Tiffany Zammit	3:21	Jeramy Wallace: National initiative. Taught by high school teachers with minimum qualifications to teach basic college courses. CSM has this program with Hillsdale HS. Jane Yuster: Half Moon Bay High School (HMBHS) program. Targeted to underrepresented students, specifically first-time-in-family-to-college students. AVID – first-generation college goers. Tools for success. Art classes. Adding American History. Five years for High School through Associates Degrees, maybe six. HMBHS wants to send us highly-qualified students, facilitate blurring of line between 12 th and 13 th grades. Super-Seniors. Want them taking full-loads. Want to give them chance to succeed. Two sets of classes: Selection classes, and sequential, so end-point is visible. Of 60 students, 59 succeeded.	Information

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	Sandra Comerford commented: Commitment from
	HMBHS that they will be following our curriculum.
	Minimum qualifications, our faculty needs to meet
	before courses taught. Assessment guidelines. Each
	discipline has major input on how this crosses over.
	Rosemary Nurre asks: How is this different than
	Advanced Placement?
	Jane Yuster: This is transferable/transcript-driven.
	vale ruster. This is transferance, transcript arriver.
	Colby Riley asks: How is proposal different from
	Middle College? How are underrepresented groups
	determined? Is 15 units too aggressive?
	determined? IS IS units too aggressive?
	Jane Yuster: HMBHS sends kids to Middle College as
	well. Different demographics. Seeking to give head-
	start. Transportation is a challenge. We see kids
	coming back to HMB to assist family finances. This
	is an issue of equity. This program targets
	completion. We will ease you into it, and we will
	work with the families. Eighty-five percent of
	students start in unified district in Kindergarten and
	graduate High School in Half Moon Bay.
	Margaret Kaluzny: Could CSM faculty teach at
	HMBHS?
	Jane Yuster: That is possible/being considered. Co-
	teaching. Continuity of instruction. High School
	faculty are credentialed, however, where some college
	instructors are not. In addition, HMBHS faculty are
	experienced at working with younger students.
	Vincent Li: How will standards be maintained?
	Jane Yuster: Nothing watered down, including
	standards.
	Steven Gonzales: We have been doing CTE
	transitions for a long time.
	David Laderman: Class would count for both HS and
	college credit. Dual enrollment vis-à-vis state is not
	an issue.
	Tiffony Zammit: This will take apparimentation but
	Tiffany Zammit: This will take experimentation, but
	we cannot fail. Judge us/Hold us accountable.
	Ke in Deduce HC for he have the form
	Kevin: Do these HS faculty become adjunct at
	SMCCD, and how are they evaluated.
	Sandra Comerford: We will not hire them though we

will evaluate them here.
will evaluate them here.
Colby Riley: Concerned about students. 15 units is a
lot. Are we coordinating with learning communities?
Jane Yuster: Special counselor linked to CSM. We
will help transport the students over the hill. We will
try to take away the obstacles.
Mike Claire: HMBHS's students will be taken care of,
monitored. This program is well thought out and can
be ramped up. This is being done for the right
reasons. We have a lot of first generation students
coming our way. The magic will happen when the
faculty get together. Students need momentum, as the
workforce will pull them away. Start talking about 'us' versus 'them' as we are collectively responsible
for helping these students succeed.
Steven Gonzales: CTE. Focus on careers, not just
academics. We focus on transfer, but under-resourced
kids can have careers without going to a 4-year.
Jeramy Wallace: This program is equity in action.
Kathy Sammut: Building transitions, offering
counseling, co-teaching. Respect passion of the
HMBHS staff.
Beth LaRochelle: Online classes will help bridge the
physical divide (hills between HMBHS and CSM). We as faculty at CSM need the actionable items for a
proper appraisal.
Mick Sherer: We are committed to helping transport
HMBHS students. What can we do immediately?
Integrate into Year One. Wants to see data on success
rates for students with 30 units. What would
relationship look like over time, especially regarding teacher evaluation?
Steven Gonzales: Annual articulation agreements.
Jeramy Wallace asks: Does this require official Senate
endorsement? Would we like to endorse this now?
Senate Consensus: No, we want to see the details and
procedures first.
Proceedings mot
Steven Gonzales: If we use existing structures, we
will have a problem.
Jeramy Wallace tables discussion at 4:19.

12	District Strategic Plan	Aaron McVean	4:20	Plan Goals.	Information
				Explains metrics, full-time, first-time, enrolled 12 or more units.	
				Jeramy Wallace: How were targets set?	
				PRIE office at three colleges set trends based on historical data.	
				Allie Fasth: Question on cohort? Do we look at PT students? Margin students (DRC, working adults).	
				For consistent metric, we chose FT, FT students. There is disaggregated data available. PT students tend to dominate campuses, up to 70%.	
				District Board website, data is available.	

Final Announcements and Adjournment

Item	Presenter	Time	Details	Action/ Information
Announcements	n/a			
Next meetings	n/a			
Adjournment	Jeramy Wallace	4:49		



Meeting Minutes

February 13, 2018 Rm. 18-206 1700 W. Hillsdale Blvd. San Mateo, CA 2:30 – 4:30 pm Website

Executive Committee 2017-2018

Jeramy Wallace President

Peter von Bleichert Vice-President

Rosemary Nurre Treasurer

Daniel Keller Secretary

ACADEMIC SENATE

Executives Present

Name of Officer	Executive Committee Role
Daniel Keller	Secretary
Rosemary Nurre	Treasurer
Peter von Bleichert	Vice-president
Jeramy Wallace	President

Senators Present

Name of Senator	Division
Tabitha Conway	ASLT
Tatiana Irwin	CASS
Steven Gonzales	Business/Tech
Beth LaRochelle	Math/Science
Colby Nixon	Language Arts
Stephanie Roach	ASLT-Library
Kathleen Sammut	Counselling
Lakshmikanta Sengupta	Math/Science
Mike Schmidt	Kinesiology
Mick Sherer	Language Arts

Others Present

Name	Representing	
Mike Claire	CSM President	
David Laderman	ASGC Past president	
Vincent Li	Business/Tech	
Teresa Morris	COI	
Colby Riley	ASCSM	
Jeremiah Sims	Director of Equity	
Andreas Wolf	Dean Kinesiology	
Ellen Young	CAE	

Opening Procedures

Item	Presenter	Time	Details	Action/ Information/ Procedure
Call to order	President	2:30	Agenda approved	Procedure
Adoption of today's agenda	President	2:35	Approved	Action
Adoption of past minutes	President		Minutes of 11/28/17 and 1/23/18 approved	Action
Public Comment	Public	2:40	Rosemary: the workload survey is coming in the first or second week of March—people should begin thinking about what they have been spending time on and be sure to participate in the survey. Tabitha Conway is replacing Allie Fasth as a senate representative for ASLT	Information

New Senate Business

	Item	Presenter	Time	Details	Action (Motion/Resolution)/ Information//Discussion
1	President's Report a. IPC update b. DPGC update c. DAS update d. FT Prioritization update	President	2:40	 a. The leadership retreat for IPC will take place at Canada Vista on March 1 from 9:00-3:00. Professional development funds can pay for substitutes for faculty who attend. b. Update on community education: programs will continue to be coordinat mainly with college Presidents. However, faculty have been added to t policy to contribute to discussions 	ed
				c. DAS update: The state governor has proposed a new funding model: state- funded colleges would see their Fund 1	

			 budgets cut in half . Twenty-five percent of this cut would be made up with BOG waivers, EOPS, SSSP, and other sources. An additional 25% would be granted using an outcomes-based model. Although these cuts will not directly affect CSM due to our basic aid status, they could have a significant impact on other community colleges. CSM would be affected if we were to lose our status as a basic-aid district. DAS update continued: The ASCCC 2018 Spring Plenary Session will take place at the San Mateo Marriott on April 12 - 14, 2018. Deadline to register is March 15. PD funds will cover the costs. d. FT Prioritization: VPI Sandra Stefani Comerford clarified that there is a process in place that we should continue to follow: FT requests should be included in program review, forwarded to division deans. ASGC does not need to participate in the prioritization discussion 	
2	ASCSM Update	ASCSM President	Colby Riley, ASCSM president: associated students will be holding events for Valentine's day and for "club day" on 2/14	Information
3	Standing committee reports	a.COI chair b.CAE chair	 a. Teresa Morris, COI Chair: the Committee on Instruction would like to change its name to "Curriculum Committee," in line with most community colleges. This would require a change to the senate bylaws with 2/3 approval. The next three COI meetings will focus on "general education patterns" to sort our course offerings and ensure we are in alignment. Discussions will continue 	Information

				 in April and May. b. Ellen Young, Center for Academic Excellence Chair: a schedule of proposed events for the March 8 flex day will soon be available. Workshops will include two sessions on CSM becoming a Hispanic serving institution, with a morning session for both faculty and staff and an afternoon session for faculty. 	
4	Peer evaluation committee	President	3:30	Approval of peer evaluation committees for Creative Arts/Social Sciences, Language Arts, Math/Science: Approved by Stephanie; seconded, Rosemary.	Action
6	Basketball program	CSM President	3:35	Mike Claire: CSM will try to have a men's basketball team in place by next fall There has long been a popular demand to have a men's basketball team at CSM, and this opportunity required a quick response, in part due to changes to Canada's basketball program as they are in the process of constructing a new gym facility, due to open in 2021.President Claire noted the academic rationale for sports: student athletes, including marginalized student populations, are succeeding in graduation and transfer at very high levels. In order for the new team to be successful, we will need to hire a full-time coach. President Claire mentioned that nearly all hiring decisions get made through extensive discussion and pre-defined processes, but this one was made more quickly. While we almost always follow the process for hiring FT positions, for this new team timing is very important as basketball coaches are in extremely high demand. We can do this without bumping any of the FT positions already prioritized. Unfortunately, we do not have funds for the construction of a new gym.	Discussion
6	Syllabus equity statement	Director of equity	3:45	Jeremiah Sims, Director of Equity: Jeremiah was invited to discuss the goals of equity after our discussion of the equity syllabus statement in the	Discussion

	January 23, 2018 meeting.
1	January 23, 2018 incening.
1	Jeremiah shared his understanding of what
	"equity" means: the goal of equity work at all
	levels—administrative, instructional, classified
	is to create an atmosphere where students can go
	to any location on campus and work with people
	who will help them regardless of socioeconomic
	status, perceived disability, sexual orientation or
	any other quality—and be treated with respect for
	their full potential
	In order to do that, we need a common
	understanding of what equity is. This does not
1	mean that we all must conform to the exact same
1	definitions. We will do different things, but the
1	goals should be the same: send the message to all
1	students that we want them here, we want them to
	succeed.
	Isromish shared a definition of equity form his
	Jeremiah shared a definition of equity from his
	son: equity is not giving everyone the same thing,
	but giving everyone what they need to succeed.
	This means being mindful about language. For
	example, while "achievement gaps" do exist, they
	may be understood as the outcome of opportunity
	gaps. For example, some students who work full- time or lack transportation may need extra time to
	turn in assignments.
	turn in assignments.
	Colby Riley: attention to equity may include
	accommodating different learning styles, paying
	attention to student background, being mindful of
	how you teach and present information.
1	
	Jeramy noted that students may seem to be
	struggling as a result of insurmountable obstacles
1	in their personal lives, but others struggle with
1	problems that are within our control at CSM:
	problems with racism and sexism on campus, for
1	example.
1	Jeremiah said there is a shortage of research on
	how to engage traditionally marginalized students
1	at the community college, though he
1	recommended Taking College Teaching
	Seriously, Pedagogy Matters!: Fostering Student
	Success Through Faculty-Centered Practice
	Improvement.
1	President Claire noted that conversations about
	1 resident Clane noted that conversations about

				equity may sometimes be uncomfortable but they are an important part of the process of making this institution safe for everybody (including those who have been accused of violating equity). Regarding the equity syllabus statement : faculty will not be required to use this exact statement , but we should all at least include a statement that we value equity and, equally important, information about who to contact. We will continue this discussion at future meetings.	
6	Enrollment caps	President	4:20	This is the first of what will likely be many discussions of enrollment caps. The issue is not with the exact caps themselves but with the process put in place. Some faculty across the district feel pressured to increase enrollment to improve LOAD numbers. Unfortunately, the process has been largely improvised without feedback from ASGC or COI/Curriculum Committees. David Laderman suggested that COI/Curriculum Committees might be the best place to put a process in place—perhaps we could simply add a	Discussion
				box on every course outline for "enrollment justification"—faculty could then fill this out and do it in the way that makes sense to them. Teresa: course outlines requirements are currently not stringent enough to justify enrollment caps. There would have to be more language. So faculty would have to think about what is in their outlines. There is a lot more work to be done before we can just boot this to COI. Given the complexity of this issue, is the first of what will likely be many discussions.	

Final Announcements and Adjournment

Future Discussion Items & Tentative Schedule: Math/AB705 (Feb. 27th); CSM Mission and Educational Master Plan (Feb. 27th); Program Review updates (Mar. 13th); Adjunct Equity (Mar. 27th); COI name change (Apr. 10th)

Next meeting: February 27, 2018 Location: 18-206, 2:30 p.m.



ACADEMIC SENATE

Meeting Minutes

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Executives Present

Name of Officer	Executive Committee Role
President	Jeramy Wallace
Treasurer	Rosemary Nurre

Senators Present

Name of Senator	Division
Allie Fasth	ASLT
Margaret Kaluzny	CASC
Kathleen Sammut	Counseling
Kevin Sinarle	Counseling
Colby Riley	ASCSM
Mick Sherer	Language Arts
Stephanie Roach	ASLT/Library
Beth LaRochelle	Dental Asst./Math/Science
Jeff Flowers	Chemistry/Math/Science
Mikel Schmidt	Kinesiology
Colby Nixon	LAD

Others Present

Name	Representing
Charlene Frontera	Dean of Math Science
Teresa Morris	Committee on Instruction
Mike Claire	College President
Laura Demsetz	Dean of Social Science/Creative Arts
David Laderman	Past President Academic Senate

Leigh Ann Shaw	District Senate President
Madeleine Murphy	College Assessment
Jesenia Diaz	Library Advisory Committee
Sarah Mangin	Library Advisory Committee
Ellen Young	Center for Academic Excellence
Bruce Maule	Accounting/Business Technology
Jennifer Hughes	Vice President Student Services
Kim Lopez	VPSS

Opening Procedures

Item	Presenter	Time	Details	Action/ Information/ Procedure
Call to order	President		Jeramy Wallace called the meeting to order at 2:35 p.m.	Procedure
Roll/Introductions	Secretary			Procedure
Adoption of today's agenda	President		Updated change to update LAD evaluation committee Stephanie Roach moved to approve the agenda and Allie Fasth seconded the motion All voted in favor, and the minutes were approved by consensus.	Action
Adoption of past minutes	President		Stephanie Roach moved to approve the minutes and Tatiana Irwin seconded the motion. All voted in favor, and the minutes were approved by consensus.	Action
Public Comment	Public			Information

New Senate Business

	Item	Presenter	Time	Details	Action L(Motion/Resolutin) / Information//Discus sion
1	Academic senate President's Report			Leigh Ann Shaw brought forward a proposal to change hiring committee make up to include tenured	
	Update from District Senate			faculty only for Administrative hiring. Will be added as a discussion item for future meetings	
2	Update from District Senate			District Technology task force to look at all technology related activity in the district. Jeramy Wallace asked for faculty input for any ideas as to what to review and discuss.	
3				AB 705 was passed over the summer: Acceleration push to require colleges to maximize student success to complete transfer level English and math in one year. English language learners would have to have three years.	
4				Faculty Diversity Internship Program at district level.	

and Faculty Mentors to help with the program. Context Jeramy Wallace if you are interested. 5 Program Review 6 IPC Update 7 Program Review 8 Resource requests website is up http://college.concil.t 9 Committee members would include: VPI, VPSS, VP ACA 9 Admin Strosc. VP RPIF, VP DF, Fiquity member, 6 9 representatives from Classified, 6 faculty representatives (AS progradent, EEC President and Chair of every AS committee on ald up to 6). Should we have an at large model and no thave chairs from committee: 9 Committee Torces Morris provided an update. Only one meeting this semesters of ar. You need to get course outlines and new courses in by the November meeting to make the December deadline. 1 Library Advisory Jesenia Diaz, Stani Mangin provided an update. The committee on last meeting will be on last Monday of each month. She will be and deleine Murphy provided an update. The committee meet star week. Weets every third Tuesday. They are putting a survey			District Constantial Local in a Data Management	
Contact Jeramy Wallace if you are interested. 5 Program Review Resource requests website is up http://collegeofsmameto-edu/programerview. This is for resource requests only. It is due on 10/27 at 4:30 p.m. 6 IPC Update IPC is considering making a change to membership make up to be similar to the old College council. Committee members would include. VPV PSS, VP Admin Strves. VP PRIE, VP DE, Equity member, 6 representatives from Classified, 6 faculty representatives from Classified, 5 faculty representatives for Classified, 5 facult, 5 faculty would like the committee to do. 1 Library Advisory Committee Issue of task Monday of each month. She will be a faculty would like the committee to do. 2 College Assessment Madeleine Murphy provided an update. First meeting will be on lask Monday of each month. She will be attending division meetings. She also discussed data collection and some ideas for improving the process. 2			District Senate is looking for a Faculty coordinator	
5 Program Review Resource requests website is up http://collegeofsunmato.edu/programreview. This is for resource requests only. It is due on 10/27 at 4:30 p.m. 6 IPC Update IPC is considering making a change to membership make up to be similar to the old College council. Committee members would include: VPI, VPSS, VP Admin Sves. VP PRIP, VP DF, Equity member, 6 representatives from Classified, 6 faculty representatives from Classified, 6 faculty and the chairs from committee or and large to add up to 6). Should we have an at large model and not have chairs from committees of Barry Advisory Committee and VP and works and VP and we chairs from committees on far. You need to get course outlines und new courses in by the November meeting this semester so far. You need to get course outlines and new courses in by the November meeting the ecommittee of the semester so far. You need to get course outlines and the committee met last week. Meets every third Tuesday. They are putting a survey together to better understand what faculty would like the committee to do. College Assessment Madeleine Murphy provided an update. Tirst meeting will be on last Monday of each month. She will be attending division meetings. She also discussed data collection and some ideas for improving the process. Center for Academic Excellence Ellen Young provided an update. Only one meeting this semester. They are developing common goals for what Flex Days should focus on and Professional Development for the semester. How to create opportunities for adjunct faculty. CSM Inquiry project - getting faculty and dassified staff to ry new thing in their jobs and to meet and discuss this over a period of time. Goal is to create community and a commo exchange of ideas. Meets to nethe thid Action Items				
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by the senate.				
		Hiring Committee	Jeramy Wallace introduces action items to approve:	
Approvals Hiring committees and Evaluation Committees. Dean		Approvals	Hiring committees and Evaluation Committees. Dean	

	of Business/Technology, Dean of Enrollment Services, Director of Nursing; Tenure track Committees for Business/Tech and LAD Kevin Sinarle, moves to approve and Stephanie Roach seconds the motion. Unanimous approval by the senate.	
Discussion Items:		
Mike Claire	Mike Claire discussed Guided Pathways and how do we help students be more successful. This discussion will continue.	
Associated Students of CSM (ASCSM) Update, Colby Riley – President, ASCSM	The following information was reported by ASCSM: Equity Event will be more DACA related to bring campus together to show support for undocumented students. It will be held on October 4.	
	Fund raiser for a non profit organization to support Florida and Houston Hurricane relief. No date yet.	

Final Announcements and Adjournment

Item	Presenter	Time	Details	Action/ Information
Announcements				
Next meetings				
Adjournment			Meeting adjourned at 4:26 p.m.	
			Date and time of next meeting: Tuesday, September 26, 2017, 2;30 – 4:30 p.m. Minutes prepared by Rosemary Nurre with assistance from	
			Jeramy Wallace.	