

PERALTA COMMUNITY COLLEGE DISTRICT
Office of Human Resources & Employee Relations

Memorandum

Date: September 1, 2016

To: Jowel Laguerre, Chancellor
Board of Trustees

From: Trudy Largent, J.D.
Vice Chancellor, Human Resources & Employee Relations

Subject: Recommendation for Formal Request by Tenure Track Psychology Instructor Kimberly King to appeal Her Initial Salary Placement of Step 10, Column E.

The Office of Human Resources requests Board authorization to approve the salary placement for Ms. King, a full-time Psychology Instructor at Laney College, at **Step 16 Column E**, in accordance with the PFT Collective Bargaining Agreement's Salary Process.

Pursuant to the Collective Bargaining Agreement, the maximum initial salary placement for a new faculty is at Step 10 of the Faculty Salary Schedule. The Collective Bargaining Agreement provides for a process in which the College can request an exception to the maximum salary placement beyond Step 10. The process includes approval by the Chancellor, but pursuant to the Collective Bargaining Agreement, final authority rests with the Board.

Verification by the Office of Human Resources Regarding Column E Placement:

Determination of column placement on the full-time Faculty Salary Schedule, evaluated in accordance with Appendix A7 of the PFT Contract, provides the "possession of a Master's degree from an approved college or university with 60 units completed after the Bachelor's degree." In evaluating Ms. King's transcripts, it was verified that she earned a Ph.D. in Clinical Psychology in September 1998 from the University of California, Los Angeles. She also earned a Master of Arts Degree in Psychology in December 1991 from the University of California, Los Angeles.

Verification of Placement at Step 16 Column E, which is above the Maximum Salary:

- Ms. King was hired at Laney College Fall 2015 as a Full-time Tenure Track Psychology Instructor and placed at Step 10 Column E. This placement was based on the maximum salary placement for new faculty. Ms. King is currently at Step 11 Column E as a result of receiving a Step increase effective 8/1/2016.

- Ms. King has over 16 years of full-time teaching experience in the Psychology discipline within higher education and at California State University system. If given credit for her 16 plus years of experience in teaching and higher education, I would recommend placing her at Step 16 Column E. See attached documentation.

It is my recommendation that Ms. King's salary placement be moved to Step 16 Column E.

Cc: Venesse Metcalf, Interim Director of Human Resources.

Attachments



Laney College
Office of the President

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November 5, 2015

MEMORANDUM

TO: Jowell Laguerre Ph.D., Chancellor
Cc: Lisa Cook, President, Faculty Senate
Michael Orkin, Ph.D., Vice Chancellor, Educational Services
Trudy Largent, J.D., Vice Chancellor, Human Resources
FROM: Elfiora T. Webb, Ph.D., President
SUBJECT: Updated Salary Placement for Kimberly King, Ph.D.

Dr. Kimberly King was hired at Laney College this fall 2015. Dr. King comes to Laney College with sixteen (16) years of full-time experience teaching in the Psychology discipline within higher education, and at California State University Los Angeles. Given her significant years of experience, I am requesting that she be given a higher starting placement on the salary scale.

As the college understands it, salary placement is based on years of accumulated teaching experience (steps) and years and level of educational achievement (columns). Related, in any instance the college seeks a placement beyond Step 10, then it must be recommended by the President of the college after consulting with the Academic Senate (Faculty Senate) President. Given the college's consideration, consultation with the Faculty Senate president has occurred via the Vice President of Instruction and with the college president: we are all in agreement.

The current salary placement of \$74,251 annually is based on nine (9) years of experience and a doctorate degree. However, Dr. King has earned a higher level due to her accomplishments of 16 years of instructional experience, being tenured, and an associate professor of the department. Further, she has demonstrated evidence of a significant level of shared governance experience. I am requesting a starting annual salary commensurate with 16 years of teaching experience and possession of a doctorate, which places Dr. King at Step 16, Column E and this equates to the \$88,652 annual salary.

To help substantiate her teaching experience, a general highlight of her teaching experience and subject area expertise is provided (see Attachment A).

Thank you for your consideration of this special request made consistent with the district's protocol to ensure a compensation that is both commensurate and fair for Dr. King's overall assets. Please let me know if additional information may be helpful to reveal more details about her experience, knowledge and education.

Enclosure: Attachment A - Teaching Experience & Subject Area Expertise

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Teaching Experience & Subject Area Expertise

California State University, Los Angeles Fall 1998-Spring 2014

Fall Quarter 1998	PSYCH 304: Research Methods in Psychology (6 units, writing intensive)	
	Course Release for New Faculty	
Winter Quarter 1999	Psychology 445: Community Psychology	
	PSYCH 419: Psychology of Gender	
	Course Release for New Faculty	
Spring Quarter 1999	PSYCH 510: Graduate Seminar in Abnormal Psychology	
	PSYCH 150: Introduction to Psychology	
	Psychology 499- Independent Study (4 units, 2 students)	
	Psychology 599- Thesis (6 units, 2 students)	
Summer Quarter 1999	Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)	
Fall Quarter 1999	PSYCH 150: Introduction to Psychology	
	PSYCH 304: Research Methods in Psychology	
	Psychology 499- Independent Study (4 units, 2 students)	
	Psychology 599- Thesis (6 units, 2 students)	
Winter Quarter 2000	PSYCH 309: Violence and Individual Change	
	PSYCH 419: Psychology of Gender	
Summer Quarter 2000	Psychology 309 Violence and Individual Change (43 students)	
	Psychology 398 Cooperative Education (1 student)	
	Psychology 498 Advanced Cooperative Education (1 student)	
	Psychology 499 Undergraduate Directed Study (3 students)	
	Psychology 597 Graduate Research (2 students)	
	Psychology 598 Graduate Directed Study (1 student)	
	Psychology 599 Thesis (1 student)	
	Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)	
Fall Quarter 2000	Psychology 304A Experimental Psychology (6 units, writing intensive)	
	Psychology 445 Community Psychology	
	Psychology 499 Undergraduate Directed Study (2 students)	
	Psychology 597 Graduate Research (2 students)	
Winter Quarter 2001	Psychology 419 Psychology of Sex Roles	
	Psychology 597 Graduate Research (2 students)	
	Psychology 499 Undergraduate Directed Study (2 students)	Spring
Quarter 2001	Psychology 454 Psychology of Prejudice	
	Psychology 485 Field Experience	
	Psychology 499 Undergraduate Directed Study (2 students)	
	Psychology 599 Thesis (2 students)	
Summer Quarter 2001	Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)	

Fall Quarter 2001	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology Psychology 498 Advanced Cooperative Education (1 student) Psychology 499 Undergraduate Directed Study (2 students) Psychology 597 Graduate Research (1 student) Psychology 598 Graduate Directed Study (1 student)
Winter Quarter 2002	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice Psychology 419 Psychology of Sex Roles
Spring Quarter 2002	Psychology 419 Psychology of Sex Roles
Summer Quarter 2002	Psychology 304A Experimental Psychology (6 units, writing intensive) Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2002	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2003	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice Psychology 419 Psychology of Sex Roles
Spring Quarter 2003	Psychology 419 Psychology of Sex Roles
Summer Quarter 2003	Psychology 304A Experimental Psychology (6 units, writing intensive) Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2003	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology Psychology 498 Advanced Cooperative Education (1 student) Psychology 597 Graduate Research (1 student) Psychology 598 Graduate Directed Study (1 student)
Winter Quarter 2004	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice Psychology 419 Psychology of Sex Roles
Spring Quarter 2004	Psychology 419 Psychology of Sex Roles
Summer Quarter 2004	Psychology 304A Experimental Psychology (6 units, writing intensive) Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2004	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2005	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice Psychology 419 Psychology of Sex Roles
Spring Quarter 2005	Psychology 419 Psychology of Sex Roles
Summer Quarter 2005	Psychology 304A Experimental Psychology (6 units, writing intensive) Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2005	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2006	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice

Spring Quarter 2006	Psychology 419 Psychology of Sex Roles Psychology 419 Psychology of Sex Roles
Summer Quarter 2006	Psychology 200: Introduction to Psychological Science Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2006	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2007	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice
Spring Quarter 2007	Psychology 419 Psychology of Sex Roles Psychology 200: Introduction to Psychological Science
Summer Quarter 2007	Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2007	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2008	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice
Spring Quarter 2008	Psychology 419 Psychology of Sex Roles Psychology 200: Introduction to Psychological Science
Summer Quarter 2008	Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2008	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2009	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice
Spring Quarter 2009	Psychology 419 Psychology of Sex Roles Psychology 200: Introduction to Psychological Science
Summer Quarter 2009	Social Science 180: Race, Class and Gender in the U.S. (EOP Summer Bridge Learning Community)
Fall Quarter 2009	Sabbatical
Winter Quarter 2010	Sabbatical
Spring Quarter 2010	Sabbatical
Fall Quarter 2010	Psychology 200: Introduction to Psychological Science Psychology 445 Community Psychology California Faculty Association (1 course release)
Winter Quarter 2011	Psychology 465 Multicultural Psychology (Research) Psychology 330: Psychology of Prejudice California Faculty Association (1 course release)
Spring Quarter 2011	Psychology 419 Psychology of Sex Roles Psychology 304A Experimental Psychology (6 units, writing intensive) California Faculty Association (1 course release)
Fall Quarter 2011	Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 465 Multicultural Psychology (Research) California Faculty Association (1 course release)
Winter Quarter 2012	Psychology 445 Community Psychology Psychology 330: Psychology of Prejudice

Spring Quarter 2012	California Faculty Association (1 course release) Psychology 419 Psychology of Sex Roles Psychology 200: Introduction to Psychological Science
Fall Quarter 2012	California Faculty Association (1 course release) Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2013	California Faculty Association (1 course release) Psychology 465 Multicultural Psychology (Research) Psychology 330: Psychology of Prejudice
Spring Quarter 2013	California Faculty Association (1 course release) Psychology 419 Psychology of Sex Roles Psychology 200: Introduction to Psychological Science
Fall Quarter 2013	California Faculty Association (1 course release) Psychology 304A Experimental Psychology (6 units, writing intensive) Psychology 445 Community Psychology
Winter Quarter 2014	Statewide California State University Academic Senate (1 course release) Psychology 465 Multicultural Psychology (Research) Psychology 330: Psychology of Prejudice
Spring Quarter 2014	Statewide California State University Academic Senate (1 course release) Psychology 419 Psychology of Sex Roles Psychology 200: Introduction to Psychological Science Statewide California State University Academic Senate (1 course release)

In addition to teaching and the college and university service for which Dr. King received course releases, she designed new courses, incorporated community engagement and service learning into her courses, served on numerous shared governance committees, and conducted applied research in psychology in collaboration with undergraduate and master's level students.