



JOINT ACADEMIC SENATE
SABBATICALS, FELLOWSHIPS, & AWARDS COMMITTEE
<http://www.smc.edu/ACG/AcademicSenate/AScommittees/Pages/Sabbaticals.aspx>

SABBATICAL LEAVE APPLICATION FOR:

Academic Year ~~2016~~-2018⁷

Dear Applicant,

The Joint Academic Senate Sabbaticals, Fellowships, & Awards Committee wishes you success as you begin your sabbatical application process. We would also like to remind you of some important details that can facilitate the processing of your application:

- Sabbaticals are granted for the purpose of professional development as outlined below.
- Faculty members must have served on a full-time basis during the preceding six years (ending June 2016). Personal leaves taken during this time may disqualify a candidate from consideration.
- All sabbaticals are awarded for one semester only and should constitute one semester's worth of work. The Committee may award at least eight one-semester sabbaticals for the 2016-2017 academic year. Applicants are encouraged to submit proposals supporting the College's strategic initiatives and Institutional Learning Outcomes.
- A *Sabbatical Application Pointers* PowerPoint presentation has been posted on the Committee's website for your information. Consider reviewing these before completing this application. Our website is <http://www.smc.edu/ACG/AcademicSenate/AScommittees/Pages/Sabbaticals.aspx>.

Submitting Your Application

- The ~~fall 2016~~^{spring 2018} sabbatical application deadline is ~~November 20, 2015~~^{April 27, 2017}, at 4 p.m.
- Completed applications should be sent electronically as an email attachment to Alan Buckley (buckley_alan@smc.edu). In addition, please note that the signature page must be submitted in paper form to Alan Buckley (HSS 357) or Carolyn Baugh (HSS 302 or HSS 353 1/2) and must contain original signatures from you, your department chair, and area vice president. In ~~addition~~^{addition}, you will need to secure the Dean of Human Resources' signature prior to your proposal being reviewed in order to ensure you are qualified for sabbatical leave. Please give yourself enough lead time to secure the necessary signatures **PRIOR to the November 20, 2015, at 4:00pm** deadline. Keep in mind that individuals may be off-campus or otherwise attending to their own responsibilities and will NOT sign your proposal "on the spot." It is likely that you will need to drop-off the signature page, including the summary of your proposed project, and will need to pick up the form at a later time. The signature page must be submitted with your application. **Note: It is the applicant's responsibility to submit the completed "signature page" (page-3) with their application.**

If you have any questions about the application process, please feel free to contact Committee Chair **Alan Buckley** (buckley_alan@smc.edu), 805-573-3681. We look forward to receiving your application!

Sabbaticals, Fellowships, & Awards Committee Members

Alan Buckley, Chair
Patricia Burson
Dorothy Chin
Ida Danzey

Sherrí Lee-Lewis, Vice Chair
Kimberly James
Josh Kanin
Claudia Szekely

Scope of Sabbatical Leaves

As a reminder, the scope of your sabbaticals application should constitute a **semester's worth of work**. Please note that in order to constitute a full semester's worth of work, it may be necessary to combine project elements targeting two or more of the following categories. Every proposal will be different.

- **Professional Development:**
Other study or experience designed to improve teaching effectiveness and/or other expertise related to the applicant's assignment not otherwise possible through normal workload assignment.
- **Formal Study:**
An academic course of study leading to increased mastery of the faculty member's own field, the development of an additional area of specialization within the applicant's field, or the development of a new field of specialization.
- **Independent Research/Creative Project /Field Study:**
Scholarly research, a creative project or a field study project of a scope or nature not permitted by a normal workload assignment.
- **Professionally Beneficial Travel:**
A plan for professionally beneficial travel that will enable the faculty member to develop knowledge, skills, expertise, or an area of specialization within a discipline.

JOINT ACADEMIC SENATE
SABBATICALS, FELLOWSHIPS, & AWARDS COMMITTEE
SABBATICAL LEAVE ACKNOWLEDGMENT NOTICE

The Sabbaticals, Fellowships & Awards Committee will consider your application blindly, that is, anonymously. Only the committee chair and vice chair will know your identity when the committee considers it.

SIGNATURES/ACKNOWLEDGMENTS		DATE
Applicant Name Dianne R. Berman	Applicant Signature	
Sabbatical Summary – Spring 2018		
<p><u>During my sabbatical I propose to conduct an innovative critical assessment and analysis of policy developments in the post-Mandela period in South Africa. The objective is to assess whether South Africa will continue on the path towards inclusive political and socio-economic freedom, or revert to a more divisive, dictatorial government. My previous work shows that a fully inclusive democracy emerged in the 1990's; however, current events suggest that these gains are now threatened.</u></p> <p><u>I propose to analyze these events with newly advanced Agent Based Models (ABM). Specifically, I will use gsCompute and Senturion software that are now used extensively by US policy makers to assess policy.</u></p> <p><u>This sabbatical will of course provide the opportunity to expand and update my knowledge but central to my interest is improvement in teaching. There are a number of ways this proposal will specifically benefit the students of S.M.C. First, it will develop my skills in the use of current ABM models that have a proven record of real time policy assessment and forecasting. Second, additional novel lecture material will be now part of all courses. It may even be possible to develop a new class that focuses on how to apply critical ABM assessment tools across domestic and international political issues</u></p> <p><u>This sabbatical will provide real time training in the new innovative micro analytical models. It of course will enhance and broaden my knowledge but more importantly will extend my competence in teaching the practical applications to foreign policy analysis I want to incorporate the new pedagogy into all my coursework.</u></p> <p><u>The objective assessments indicate that these systematic assessments produce forecasts with an astonishing 90 plus accuracy. I want to find out if with open data available to a committed student or faculty if they can produce similar results.</u></p> <p><u>Students should benefit because they will have a leg up in the analytical policy arena. Use of these models should enhance student's understandings of the many problems confronting the United states today. Job opportunities I believe should follow.</u></p>		
Department Chair		
Vice President, Academic Affairs/Student Affairs		
Dean, Human Resources		
FOR OFFICE USE ONLY		DATE
<input type="checkbox"/> Recommended by the Sabbaticals and Fellowships Committee		
<input type="checkbox"/> Not Recommended by the Sabbaticals and Fellowships Committee		

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Note regarding signatures:

Signatures from your department chair and area vice president are required as acknowledgement that you are applying for sabbatical leave. Signatures do not in any way imply their endorsement or approval for sabbatical leave. A signature from the Dean of Human Resources certifies that you are eligible for sabbatical leave. It is the applicant's responsibility to obtain these signatures and then submit this signature page with their application. Please leave yourself sufficient time to obtain the signatures.



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APPLICATION FOR SABBATICAL LEAVE FOR SPRING 2017

Deadline to submit: April 27, 2017 ~~November 20, 2015~~, at 4:00pm.

Please respond to each item thoroughly, but limit your response to a reasonable amount of wording. *Be sure that you secure all necessary signatures specified on the application cover sheet and acknowledgment page when you submit your application.*

1. Write a **concise but specific** statement describing your proposed one-semester sabbatical leave.

Many nations have undergone a democratic transition over the past few decades, some more successfully than others. My previous work analyzed Nelson Mandela's rise and inauguration as President of South Africa in May 1994. This was a major achievement set against a background of political turmoil. The importance of any democratic transition lies in the fact that without consolidation, an effective and efficient state, together with legitimate guarantees of property, labor, and individual rights cannot exist. Advances towards democracy are wasted without consolidation. My goal during this the sabbatical is to extend my previously published paper "Negotiating the Peaceful Expansion of the South African Electorate" (JCR 1999).

During my sabbatical I propose to conduct ~~an~~ innovative critical assessment and analysis of policy developments in the post-Mandela period. South Africa. The ~~objective is to~~ ~~is on the precipice of~~ ~~determining whether~~ ~~assess whether it~~ South Africa will continue on the path towards inclusive political and socio-economic freedom, ~~or revert to a more divisive, dictatorial government.~~ ~~A new~~ My previous work shows that a fully inclusive democracy emerged in the ~~1990's,~~ 1990's; however, ~~it is now the time to re-examine the growth path~~ South Africa will take in becoming a stable and consolidated democracy, ~~or whether the nation will plunge into a one with insufficient resources, or worse, civil war,~~ current events suggest that these gains are now threatened.

~~I propose to use the same~~ I propose to analyze these events with newly advanced Agent Based Models (ABM) agent based model, Expected Utility, previously successfully applied to the early transition period to examine the newly formed South African political coalitions. These coalitions are excellent indicators of future policy implications for both domestic, and international arenas, as well as the future political and economic stability of South Africa. ~~The objective is to establish the relationship between two substantial socio-political developments: structural property rights, and labor guarantees since the transition.~~ Specifically I will use ~~gs~~ Compute and Senturion software that are now used extensively by US policy makers to assess policy. ~~The objective assessments indicate that thee systematic assessments produce forecasts with an astonishing 90 plus accuracy. I want to find out if with open data available to a committed student or faculty can produce similar results.~~

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~~The use of formal models to examine the scientific study of politics has steadily increased and improved in accuracy so that today it is valuable for students to be exposed and understand the value of, and significance that such models play in the analysis, interpretation, and assessment of historical and current events.~~

~~This sabbatical will fall into the categories of Professional Development and Independent Research.~~

2. State the **objectives** that you expect to complete during your sabbatical leave.

~~My goal is to implement this modernization of our curricula. I am fortunate that the developers of gs Compute and Senturion are willing to share their product with me and my students, prior to introduction into the larger educational market. This is a unique opportunity for SMC to provide training that now opens doors to analysts at DoD, State Department and other Agencies.~~

~~To evaluate political stability, I will employ the levels of political violence prior to the expansion of the electorate, the period immediately following the expansion, and the most recent levels of political violence. The analysis will provide insights into a general set of political concerns, and most importantly, the ability to predict and forecast, with reasonable accuracy the outcomes given alternate policy choices made by the United States. The main tasks are as follows:~~

~~My own research will test feasibility by fulfilling the following requirements:~~

- ~~1. Collect current data on five key indicators. Policy options, group size, stakeholders that can affect the policy outcome, importance of the policy to each stakeholder, the relative influence of each stakeholder within competing groups. In my research on South Africa in order to identify the composition of the electorate, and key political coalitions that have formed on labor and property. Utilizing a formal model, Expected Utility I identified these elements and can now extend them. The outcome of the analysis will ultimately determine whether or not the transition process begun in South Africa in 1992-1992 will continue towards consolidation.~~

- ~~2. To review the current democratic transitional literature.~~

~~There is a growing literature addressing the difficulties associated with democratic transitions and their consolidation. However, there is little consensus over the process by which it is achieved. A review of the literature is essential in order to gain an understanding of the current state of research on the topic to be analyzed. It is most helpful to determine where the proposed project fits into the existing body of knowledge.~~

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With this in mind I propose to review the most recent journal articles written by some of the prominent contributors to the field of democratic transition to gain a better understanding of the current state of research on the topic to be analyzed.

Reading will include, but will not be limited to -Philippe Schmitter, Guillermo O'Donnell, Douglas North, Juan Linz, Larry Diamond, Theda Skocpol, and ~~others.~~ Bueno de Mesquita.

3. In what ways will your sabbatical **contribute to student success, to your colleagues, department, and the College at-large?** Indicate how your proposal reflects the SMC Mission, Vision, Goals and Outcomes Statement (please refer to the end of this application document for the Statement).

~~This sabbatical~~ The South African analysis will provide real time training in the new innovative micro-analytical models. It of course will enhance and broaden my knowledge of contemporary democratic transitions and ebut more importantly will extend my competence in teaching students the practical applications of ABM models of formal models to foreign policy analysis. Subsequently, I will incorporate I want to incorporate the the new pedagogy into all my coursework, this will result in becoming a far more United States foreign policy. Students will be should the benef iciaries Students will benefit as because they will have a leg up in the analytical policy arena that offers employment in both public and private sectors. practical applications will Use of these models should enhance students student's understandings of the many problems confronting transitioning democracies in the global community the United states today. Job opportunities I believe should follow. I sincerely believe that sabbaticals This sabbatical will of course provide the opportunity to expand and update our my knowledge but central to my interest is improvement in teaching. Collaboration with colleagues, reading, researching, and writing will re-energize my passion for the courses The class- My expectation is that room lectures and exposing students practical to practical application of the computational analytic models ABM models will improve students' their global awareness and help them in job searches to make informed, analytical decisions in both their political and personal lives. Such The systematic analytical skills developed will enhance their SMC's ability to transfer students to BA granting universities, and assist them in becoming effective global citizens. We live in a complex global community with numerous challenges, both domestic and foreign. Critical thinking and critical analysis will benefit them as they begin to recognize the complex web of connections and interdependence that we all exist in as global citizens.

Borrowing from Bloom's taxonomy, students will acquire knowledge — the facts, comprehension — the understanding of the facts, and application — the ability to utilize and understand the information in order to address a problem. I have always stressed critical thinking, reading and writing in all my courses. Since the concept of democratic transitions has become a central analytical focus in most political science fields, student's success, not only in their academic endeavors, but also, their personal decision-making ability will be enhanced.

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I ~~finally~~certainly look forward to presenting my finding to my colleagues and the general College community, anticipating that this work will benefit The Colleges' Mission, Vision, Values and Goals.

~~Understanding the difficulties associated with democratic transition and consolidation will benefit The Colleges' Mission, Vision, Values and Goals. As students understanding and ability to assess "democracy", negotiating, and bargaining they will "contribute to the global community as they develop an understanding of their personal relationship to the world's ... political ... environments" as they do the work of SMC's commitment to global citizenship.~~

4. Identify the **specific activities and/or procedures** that will be performed to meet your objectives. It should be evident that these constitute one semester's worth of work.

The sabbatical ~~will primarily~~will be broken into several tasks. ~~consist of data collection and analysis.~~

1. ~~The ABM models under consideration utilize similar data. Access to the ABM models will be acquired for my use and that of students.~~ I will travel to at my own expense to South Africa to collect the required data collection ~~Stakeholder information. The data collection needed for key stakeholders on five critical issue positions, importance, relative capabilities, group size and importance will be acquired through personal interviews with South African subject matter experts in both the academic and business fields.~~

2. ~~There is growing literature addressing the difficulties of transitional democracy and consolidation. However, there is little consensus over the process by which it is achieved. With this in mind~~ In South Africa I will summarize ~~plan to spend the early part of my sabbatical reading contemporary publications at local University libraries and the familiarizing myself with assessments of democracy with resources only available at the University of Cape Town. in South Africa only~~ easily available at the University of Cape Town. This r ~~Research in universities libraries and published books~~ will be used to refine the central issues ~~issue collection, and to summarize assessments made in more traditional ways, connected to democratic transitions.~~

3. ~~The latter part of the sabbatical will be spent gaining training and a full understanding go the underlying~~ I will then apply particular attention to how freshmen and sophomore can be trained in their use. ~~assumptions in their use. gsAnalytics and Senturion models~~ I will pay particular attention to how training in the use of these models can be thought to freshmen and sophomores at SMCC.

5. ~~Having acquired~~ The work will be reported in a paper for presentation and publication.

~~the data and exposure to the ABM models, I plan to analyzing the data collected and writing the report.~~ my paper. I will pay particular attention to how these applications can be trimmed for the classroom.

5. Specify a **timeline** for the sequence of each of the activities listed in Item #4.

Week 1 – Week 3: - Model acquisition, literature reviews and policy issue specification.

Week 4 – Week 8 – data collection

Week 9 – Week 11 2- Assessment using of gsCompute and Senturion, establish procedures for use in the classroom based on. ~~direct experience with these ABM models. data analysis~~

Week 12 – Week 14 5 – Prepare lectures on the use of ABM models in the classroom. Draft final and write the

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~~final copy~~ copy of South Africa paper. Prepare lectures on the use of ABM models in the classroom.

Week 15 – Review

~~I have never had the~~This opportunity to engage in academic research with novel approaches now available to SMCC students is ~~exciting~~ exciting since completing my dissertation. I anticipate it will improve the systematic understanding of South Africa's Democratic future.

Note that ~~my~~ dissertation results ~~The published material~~ continues to get attention because of ~~its~~ their accuracy and concise presentation despite the rather basic models used at that time. Extending this research will add to my skills in the classroom benefitting students. ~~and I anticipate will improve the systematic understanding of South Africa's future and hopefully contribute to the understanding of Democratic transitions in general future.~~

The impact of this training will be far broader than the topic I focus on. Expected Utility theory is an ABM models account-in general for ~~of~~ how to make decisions rationally. ~~Isolate~~ Negotiate when ~~an individual is~~ stakeholders are unsure of the outcome, ~~or~~ and indicate how alternate options can optimize result of the decision. Since we are all exposed to making decisions under conditions of uncertainty, I propose to incorporate practical and common examples of the FUABM model into all my courses. Such applications range from foreign policy issues, labor negotiations, merger and acquisition, litigation or personal events. in order for students to be exposed and understand the value and significance that such models play in the analysis, interpretation, and assessment of historical, current, and personal events.

46.7. State explicitly how you plan to **document** your proposed sabbatical activities. Examples of documentation may include one or several of the following: written reports, research or scholarly papers, curriculum revisions, creative projects, multimedia lessons/presentations, videos, transcripts of courses taken.

Upon returning to the College after the sabbatical I will provide all the data collected, ~~the literature review~~ including and the completed written project to the sabbatical committee. I will also provide an outline of ABM applications in the classroom along with free access to online use of the models. ~~Once completed~~ The following semester, I will provide the Selection Committee with a written-final copy of the research ~~to be~~ submitted to academic conventions and scholarly journals for publication.

You may address questions 2 and 3 of the Application in the format below. How are your proposed activities connected to each objective? You may copy and paste the table below on a separate page for each of your objectives.

Objective Number: 1.			
Objective description: [Review Current Literature]			
Activity	Description	Expected Outcome	Timeframe
1.1	Review of current literature in Democracy and Democratic Transitions	Explore changes and extensions of previous theory	Completed by 3 rd week of the semester.
1.2			
1.3			

Objective Number: 2.			
Objective description: [Data Collection]			
Activity	Description	Expected Outcome	Timeframe
2.1	Data Collection	Identify the “veto” political and labor coalitions Identify the policy positions of each political group regarding wage and benefits demands in the mining industry	4 th -8 th week
2.2	Data Analysis	Data will be analyzed using proprietary software provided by the Senta Group Senturion and gsCompute	9 th -11 th week
2.3	Final write up		12 th -14 th week



JOINT ACADEMIC SENATE
SABBATICALS, FELLOWSHIPS, & AWARDS COMMITTEE
SABBATICAL LEAVE ACKNOWLEDGMENT NOTICE

If the sabbatical leave requested is granted, I hereby declare that I have read and will abide by all the rules governing such leaves, and in addition:

- Any changes in sabbatical plans must be approved by the Sabbatical, Fellowships, & Awards Committee **prior** to the commencement of the leave.
- The Sabbatical, Fellowships, & Awards Committee must be **notified in writing immediately** if substantive changes occur during the leave. If substantive changes occur, I understand that I will submit a sabbatical status report to the Committee, outlining the activities I have completed until that point. The Committee, at its discretion, will determine if the changes significantly alter the scope of my sabbatical proposal and will notify me of its decision. I understand that failure to notify the Committee may result in a referral to the Office of Human Resources.
- If I do not meet the requirements of my sabbatical plan after it has been reviewed for any reasons other than a verified illness, injury, Act of God or other reason beyond my control, I will repay the Santa Monica Community College District all monies paid to me while on my Sabbatical Leave.
- I acknowledge that ownership of work done on sabbatical will be governed by the faculty's collective bargaining agreement with Santa Monica College.
- Within sixty (60) days of my return to duty I will submit to the Chair of the Joint Academic Senate Sabbaticals, Fellowships, & Awards Committee an electronic version of a report summarizing my professional development experience and activities conducted while on sabbatical leave. I will follow the guidelines for formulating the report that are posted on the committee's website. Once the report has been reviewed and approved by the Committee, I will submit a final electronic report with any revisions requested by the Committee (if necessary). I understand this report may be published on the Committee's website for dissemination and future reference. I further understand that the Committee may request that I make changes to the report to address unanswered questions or to clarify issues, or to provide supplemental materials to document the scope of my sabbatical project.
 - Deadline to submit the report for a fall 2016 sabbatical is March 16, 2017.

Santa Monica College Vision, Mission, Goals, & Outcomes

Vision

Santa Monica College will be a leader and innovator in learning and achievement. As a community committed to open dialog and the free exchange of ideas, Santa Monica College will foster its core values: knowledge, intellectual inquiry, research-based planning and evaluation, academic integrity, ethical behavior, democratic processes, communication and collegiality, global awareness, and sustainability.

Mission

Santa Monica College provides a safe and inclusive learning environment that encourages personal and intellectual exploration, and challenges and supports students in achieving their educational goals. Students learn to contribute to the global community as they develop an understanding of their relationship to diverse social, cultural, political, economic, technological, and natural environments. The College recognizes the critical importance of each individual's contribution to the achievement of this mission.

Santa Monica College provides open and affordable access to high quality associate degree and certificate of achievement programs and participates in partnerships with other colleges and universities to facilitate access to baccalaureate and higher degrees. The College's programs and services assist students in the development of skills needed to succeed in college, prepare students for careers and transfer, and nurture a lifetime commitment to learning.

Goals

To fulfill this mission, Santa Monica College has identified the following Institutional Learning Outcomes and supporting goals.

Institutional Learning Outcomes

Santa Monica College students will:

- 1. Personal Attributes:**
Acquire the self-confidence and self-discipline to pursue their intellectual curiosities with integrity in both their personal and professional lives.
- 2. Analytic and Communication Skills:**
Obtain the knowledge and academic skills necessary to access, evaluate, and interpret ideas, images, and information critically in order to communicate effectively, reach conclusions, and solve problems.
- 3. Applied Social Knowledge and Values:**
Respect the inter-relatedness of the global environment, engage with diverse peoples, and acknowledge the significance of their daily actions relative to broader issues and events.
- 4. Applied Knowledge and Valuation of the Physical World:**
Take responsibility for their own impact on the earth by living a sustainable and ethical life style.
- 5. Authentic Engagement:**
Demonstrate a level of engagement in the subject matter that enables and motivates the integration of acquired knowledge and skills beyond the classroom.

Supporting Goals

Innovative and Responsive Academic Environment

- Continuously develop curricular programs, learning strategies, and services to meet the evolving needs of students and the community

Supportive Learning Environment

- Provide access to comprehensive student learning resources such as library, tutoring, and technology
- Provide access to comprehensive and innovative student support services such as Admissions and Records, Counseling, Assessment, Outreach and Financial Aid

Stable Fiscal Environment

- Response to dynamic fiscal conditions through ongoing evaluation and reallocation of existing resources and the development of new resources

Sustainable Physical Environment

- Apply sustainable practices to maintain and enhance the College's facilities and infrastructure including grounds, buildings and technology

Supportive Collegial Environment

- Employ decision-making and communication processes that respect the diverse needs of the entire College community