



SADDLEBACK COLLEGE

28000 Marguerite Parkway • Mission Viejo, CA 92692
949.582.4500 • www.saddleback.edu

April 9, 2012

Recommendation for Scott Hays

Dear Sir/Madame:

It is my pleasure to recommend Scott Hays to you as a faculty member. I was Dean of the School of Humanities and Languages at Irvine Valley College and hired Mr. Hays to teach Journalism and to be the Adviser to the college newspaper. This is a very difficult assignment which is normally performed by a full-time instructor. The time demands are enormous and the responsibility exceptional. To ask a part-time instructor to undertake such an assignment is a serious abdication of the responsibilities of the full-time faculty. Mr. Hays enthusiastically undertook this burden and did a wonderful job with it. Enrollments increased. Morale improved. The incessant conflicts that normally plague a college newspaper ended. Of the four advisers that worked under me, I can say that Mr. Hays ran the most collegial and professional program. It was a pleasure having him on board. I also believe that the quality of the classroom experience also increased substantially under Mr. Hays. I retreated to faculty at Saddleback College, and Mr. Hays was asked to take over the newspaper program at Saddleback College. He wisely accepted the larger position, and I happen to know that he was similarly successful at Saddleback.

I know Mr. Hays well. He is an active, disciplined, and successful professional writer. He is an engaging and inspiring classroom instructor. He is well-spoken, articulate, intelligent, and charismatic. Over the years, his sense of commitment to education, the rights of faculty, and the development of the institution has driven him to become exceptionally involved in academic and union meetings, committees and councils. He has spear-headed several new initiatives and is one of the most dynamic forces on this campus and at Orange Coast College. His intelligence, energy, and honor are tributes to the spirit of the faculty. And he does this as a part-timer! You will enjoy having someone of his maturity and depth on your faculty. I recommend him to you highly and without reservation.

Sincerely,

Howard Gensler, J.D., Ph.D.
Social and Behavioral Studies
Saddleback College