



March 21, 2016

MEMORANDUM

TO: District Board of Trustees
FROM: Jim Murdaugh, President 
SUBJECT: Annual and Continuing Faculty Contract Recommendations

Item Description

This item describes the status of all full-time faculty at TCC and recommends certain faculty for either annual or continuing contract.

Overview and Background

Beginning Fall 2015, TCC had 191 full time faculty employed. Of those, 150 were on continuing contract and 41 were on annual contract. Six continuing contract faculty have retired since the beginning of fall term.

Of the remaining 144 on continuing contract, 37 are developing post-award review portfolios for our post-award review process that became effective in Fall 2013. Beginning in the 2015-16 academic year, continuing contract faculty will be reviewed for post-awards. We have staggered the continuing contract faculty reviews over a five-year period based upon faculty hire date year, so the Board will be presented a group of post-award recommendations at the beginning of Summer 2016. All full time faculty continue to be reviewed annually; post-award portfolios will consist of selected work from a five-year period of annual reviews.

There are currently 41 faculty on annual contract working toward continuing contract. Of these, 3 are being recommended for continuing contract based on at least three years of review and satisfactory performance. Those three have successfully completed a fourth year of annual contract due to the recommendation last year to extend their annual contract to assure long term evidence of satisfactory performance in all areas before consideration for continuing contracts. They are the last group under the previous policy of the three year continuing contract process. One annual contract faculty is recommended for dismissal.

The remaining 37 faculty are finishing their first, second, or third year at TCC, and all are progressing well as new faculty. All are being recommended for an annual contract for the 2016-2017 academic year.

One faculty on annual contract is in a temporary non-continuing contract status and the contract is ending.

Past Actions by the Board

Board of Trustees Policy 05-02 describes annual and continuing contracts at TCC and requires an annual report to the Board of the status of all full time faculty contracts. This is the annual report. The policy also requires Board approval of annual and continuing faculty contracts.

Funding/Financial Implications

All positions are funded, no new funds are needed.

Staff Resource

Feleccia Moore-Davis

Recommended Action

That the Board approve the recommendations for annual and continuing contracts in the attached list.

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Recommended for Continuing Contract:

Joseph Hurd	Developmental Mathematics
Michael Ray	Developmental Mathematics
Cathryn Meyer	Communications and Humanities

Recommended for Annual Contract:

Lauren Fletcher	Communications and Humanities
Reginald Grant	Communications and Humanities
Marcus Nicolas	Communications and Humanities
Lindsey Smitherman-Brown	Communications and Humanities
Kelly Thayer	Communications and Humanities
Tricia Rizza	Developmental Communications and College Success
Melissa Scalzi	Developmental Communications and College Success
Jennifer Dalton	Healthcare Professions
Suzanne Exposito Dean	Healthcare Professions
Holly Lofland	Healthcare Professions
Megan McKee	Healthcare Professions
Derek Mitchka	Healthcare Professions
Elizabeth Strickland	Healthcare Professions
Cicely Brantley	History and Social Sciences
Edward Duggan	History and Social Sciences
Michael Railey	History and Social Sciences
Denise Spivey	History and Social Sciences
Catherine Elton	Library Services
Helene Gold	Library Services
Sabrina Dyck	Library Services
Kelli Herm	Library Services
Fyiane Nsilo Swai	Library Services
Natalee Reese	Library Services
Monica Twork	Library Services
Guy Dormeus	Mathematics
Paul Hill	Mathematics
Donna Massey	Mathematics
Kejika Riley	Mathematics
Vijay Subramanian	Mathematics
Brendan Diamond	Natural Sciences
Nadine Gordon-Bradley	Natural Sciences
Coleman Mackie	Natural Sciences
Leslie Wooten	Natural Sciences
Kathryn Harvey	Technology and Professional Programs
Ha Hoang	Technology and Professional Programs
Gideon Nnaji	Technology and Professional Programs
Karen Washington	Technology and Professional Programs