




March 18, 2013

## MEMORANDUM

**TO:** District Board of Trustees  
**FROM:** Jim Murdaugh, President   
**SUBJECT:** Recommendation of Annual Faculty Contracts for 2013-2014

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### Item Description

The following faculty are on annual contract preparing for continuing contract in future years. They are recommended for annual contract for 2013-2014:

NAME	DIVISION
Austin-Hickey, Rachel	Academic Support Programs
Beugnet, Daniel	Academic Support Programs
Bowers, Kristina	Science and Mathematics
Brooks, Alra "Ross"	Academic Support Programs
Carlberg, John "Adam"	Academic Support Programs
Clemons, Kristal	History and Social Sciences
Costantino, Nicolette	Communications and Humanities
Donovan, Nancy	Academic Support Programs
Doster, Karen	Library Services
Francis-Clark, Donna	Technology and Professional Programs
Gabordi, Mabry	Science and Mathematics
Hammond, Bret	Technology and Professional Programs
Hanowell, Julie	Academic Support Programs
Hooper, Bryan	Academic Support Programs
Hurd, Joseph	Academic Support Programs
Jarman, Erika	Science and Mathematics
Kambo, Roopali	Technology and Professional Programs
Lane, Rebekah	Science and Mathematics
Lazovskaia-Hall, Elena	Library Services
MacRae, Pamela	Science and Mathematics
Matthews, David	Science and Mathematics
Meyer, Cathryn	Communications and Humanities
Moore, Thurla	History and Social Sciences
Morris, Diane	Healthcare Professions

Ray, Michael	Academic Support Programs
Remer, Matthew	Library Services
Sedillo, Anita	Technology and Professional Programs
Smith, Shannon	Healthcare Professions
Solomon, Stephanie	Healthcare Professions
Steiner, Julia	Science and Mathematics
Stevens, Gregg	Library Services
Thompson, Marcia	Healthcare Professions
Torres, Carlos	Technology and Professional Programs
Walton-Nealy, Kala'r	Technology and Professional Programs

### **Overview and Background**

These faculty have participated in the New Faculty Seminars in the Center for Teaching, Learning and Leadership. They have been evaluated by their Deans, who have recommended them for annual contract. All faculty are maintaining a portfolio of their work on course assignments, classroom management and procedures, and professional growth. They have also conducted self-assessments and participated in peer review.

Nineteen faculty are completing their first year. Because of the hiring cycle, they have completed one semester and a partial second semester of work that has been assessed to date. All are making progress with some already showing excellent abilities and talents. Two meet most standards but are being asked to demonstrate improvement in one or two areas of concern in their second year.

Fifteen faculty are completing their second year and have met all expectations and requirements and are demonstrating strong abilities and talents for long term careers at TCC. They will continue in the seminar program for a third year, and Deans will continue to assure they are mentored and understand all expectations for completing a third year with a goal of continued contract recommendation at the end of next year.

One faculty member who is completing the second year is not listed and is not being recommended for a third year. This faculty member will end employment at the end of the semester.

### **Past Actions by the Board**

Annual contracts were approved previously for those completing one or more years.

### **Funding/Financial Implications**

There are no salary changes associated with this action.

### **Staff Resource**

Barbara Sloan

### **Recommended Action**

That the Board approve these faculty for annual contract for the 2013-2014 academic year.