




March 16, 2015

## MEMORANDUM

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

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### 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 2014, TCC had 200 full time faculty employed. Of those, 158 were on continuing contract and 42 were on annual contract. Three continuing contract faculty have retired since the beginning of fall term. One faculty member who had been returned to annual contract was dismissed.

Of the remaining 155 on continuing contract, 44 are developing post-award review portfolios for our final pilot of the new post-award review process that became effective in Fall 2013. Those portfolios will be reviewed this summer and final changes, if needed, to the post-award review process will be made. 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 each year beginning in Spring 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 40 faculty on annual contract working toward continuing contract. Of these, one has resigned to move to another state, and 11 are being recommended for continuing contract based on at least three years of review and satisfactory growth, Three who are completing their third year are being recommended for a fourth year of annual contract to assure long term evidence of satisfactory performance in all areas before consideration for continuing contracts. No annual contract faculty are recommended for dismissal.

The remaining 25 faculty are finishing their first or second year at TCC, and all are progressing well as new faculty. All are being recommended for an annual contract for the 2015-2016 academic year.

Two faculty on annual contract are in temporary non-continuing contract status. They were appointed to fill vacancies that occurred unexpectedly. One contract is ending; the second is being recommended for a second year to continue to fill a position of a faculty member who has been temporarily reassigned to oversee TCC's Quality Enhancement Plan.

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

The Board previously approved a revision to Board of Trustees Policy 05-02. That policy 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 first of those annual reports.

### **Funding/Financial Implications**

All positions are funded; no new funds are needed.

### **Staff Resource**

Barbara Sloan

### **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:

Rachel Austin-Hickey	Natural Sciences
Erika Jarman	Natural Sciences
Stephanie Solomon	Healthcare Professions
Kristina Bowers	Mathematics
Rebekah Lane	Mathematics
David Matthews	Mathematics
Roopali Kambo	Technology and Professional Programs
Anita Sedillo	Technology and Professional Programs
Carlos Torres	Technology and Professional Programs
Kala'r Walton-Nealy	Technology and Professional Programs
Matthew Remer	Library Services

Recommended for Annual Contract:

Joseph Hurd	Developmental Mathematics
Michael Ray	Developmental Mathematics
Brendan Diamond	Natural Sciences
Nadine Gordon-Bradley	Natural Sciences
Coleman Mackie	Natural Sciences
Leslie Wooten	Natural Sciences
Catherine Elton	Library Services
Kelli Herm	Library Services
Fyianne Nsilo-Swai	Library Services
Helene Gold	Library Services
Jennifer Dalton	Healthcare Professions
Suzanne Dean	Healthcare Professions
Megan McKee	Healthcare Professions
Derek Mitchka	Healthcare Professions
Elizabeth Strickland	Healthcare Professions
Reginald Grant	Communications and Humanities
Nicolas Marcus	Communications and Humanities
Cathryn Meyer	Communications and Humanities
Lindsey Smitherman-Brown	Communications and Humanities
Cicely Brantley	History and Social Sciences
Edward Duggan	History and Social Sciences
Michael Railey	History and Social Sciences
Paul Hill	Mathematics
Donna Massey	Mathematics
Vijay Subramanian	Mathematics
Kathryn Harvey	Technology and Professional Programs
Gideon Nnaji	Technology and Professional Programs
Karen Washington	Technology and Professional Programs

Recommended for one year temporary position (non-continuing contract)

Lilijana Obradovic-Edmiston