




March 20, 2017

## MEMORANDUM

**TO:** District Board of Trustees

**FROM:** Jim Murdaugh, President 

**SUBJECT:** Annual and Continuing 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 2016, TCC had 187 full time faculty employed. Of those, 144 were on continuing contract and 43 were on annual contract. Five continuing contract faculty have retired since the beginning of fall term.

Of the remaining 139 on continuing contract, 20 are developing post-award review portfolios for our post-award process that became effective in Fall 2013. The Board will be presented a group of post-award recommendations at the beginning of Summer 2017. 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 43 faculty on annual contract working toward continuing contract. We do not have any faculty being recommended for continuing contract. All of the annual contract faculty are finishing their first, second, third, or fourth year at TCC, and they are progressing well as new faculty. All 43 faculty are being recommended for an annual contract for the 2017-2018 academic year.

Two continuing contract faculty were recommended for dismissal. Two faculty on annual contract are 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 contracts in the attached list.

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Recommended for Annual Contract:

Ha Hoang	Business Industry and Technology
Jessica Jones	Business Industry and Technology
Lisa Kellison	Business Industry and Technology
Gideon Nnaji	Business Industry and Technology
Karen Washington	Business Industry and Technology
Cicely Brantley	Behavioral Social Science and Education
Shakonda Diggs	Behavioral Social Science and Education
Edward Duggan	Behavioral Social Science and Education
Kathy Harvey	Behavioral Social Science and Education
Michelle Peruche	Behavioral Social Science and Education
Michael Railey	Behavioral Social Science and Education
Melissa Scalzi	Behavioral Social Science and Education
Denise Spivey	Behavioral Social Science and Education
Sara Brown	Communications and Humanities
Lauren Fletcher	Communications and Humanities
Reginald Grant	Communications and Humanities
Lindsey Smitherman-Brown	Communications and Humanities
Sarah Smitherman	Communications and Humanities
Kelly Thayer	Communications and Humanities
Jamie Cook	Healthcare Professions
Jennifer Dalton	Healthcare Professions
Suzanne Esposito Dean	Healthcare Professions
John Elam	Healthcare Professions
Mekia Jackson	Healthcare Professions
Megan McKee	Healthcare Professions
Derek Mitchka	Healthcare Professions
Sabrina Dyck	Library
Catherine Elton	Library
Helene Gold	Library
Kelli Herm	Library
Natalee Reese	Library
Fyiane Nsilo Swai	Library
Guy Dormeus	Science and Math
Angelina Kuleshova	Science and Math
Nadine Gordon	Science and Math
Paul Hill	Science and Math
Coleman Mackie	Science and Math
Donna Massey	Science and Math
Kejika Riley	Science and Math
Christopher Russell	Science and Math
Vijay Subramanian	Science and Math
Leslie Wooten	Science and Math
Tricia Rizza	Transitional Studies