



June 15, 2020

**M E M O R A N D U M**

**TO:** Jim Murdaugh, Ph.D.  
President

**FROM:** Madeline Pumariega, M.Ed.  
Executive Vice President and Provost

**SUBJECT:** Annual, Continuing and Post Award Contract Recommendations

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**Item Description**

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

**Overview and Background**

Beginning Fall 2019, TCC had 179 full time faculty employed. Of those, 126 were on continuing contract and 53 were on annual contract.

Of the 126 faculty on continuing contract, 33 developed post-award review portfolios for our post-award process. All full time faculty continue to be reviewed annually; post-award portfolios consist of selected work from a five-year period of annual reviews. Of those 33 on post-award review, 1 passed away and 6 retired. The remaining 26 faculty successfully completed the post-award review.

There are currently 8 faculty on annual contract working toward continuing contract. Seven are being recommended for continuing contract based on at least five years of review and satisfactory growth. One is being recommended for an additional year of annual contract.

The remaining 45 faculty are finishing their first, second, third, or fourth year at TCC, and they are progressing well as new faculty. Of these, two have resigned and one was terminated due to the deletion of a program. A total of 43 faculty, including one being recommended for an additional year of annual contract, are being recommended for an annual contract for the 2020-2021 academic year.

One temporary non-continuing faculty's contract is ending. This person was hired for Spring 2020 to temporarily fill an unexpected vacancy.

**Funding/ Financial Implications**

All positions are funded, no new funds are needed.

**Past Actions by the Board**

TCC's Collective Bargaining Agreement, Article 11 describes annual and continuing contracts at TCC and requires Board of Trustees approval.

**Recommended Action**

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

June 15, 2020

Recommended for Annual Contract:

Sarah Ainsworth	Behavioral, Social Sciences and Education
Leticia Henderson Baker	Behavioral, Social Sciences and Education
Sara Marchessault	Behavioral, Social Sciences and Education
Gina O'Neal-Moffitt	Behavioral, Social Sciences and Education
Shakonda Diggs	Behavioral, Social Sciences and Education
Michelle Peruche	Behavioral, Social Sciences and Education
Jessica Jones	Business, Industry and Technology
Charles Cadenhead	Business, Industry and Technology
Brett Cook	Business, Industry and Technology
Everett Montgomery	Business, Industry and Technology
Lisa Kellison	Business, Industry and Technology
Kelly Garland	Business, Industry and Technology
Megan Mahoney	Communications and Humanities
Ljiljana Obradovic-Edmiston	Communications and Humanities
Teresa Paliwoda	Communications and Humanities
Donya Samara	Communications and Humanities
Sara Brown	Communications and Humanities
Sarah Smitherman	Communications and Humanities
Theresa Pape	Healthcare Professions
Jill Hanks	Healthcare Professions
Meredith Burns	Healthcare Professions
Heather Redfield	Healthcare Professions
Kali Gray	Healthcare Professions
Evelyn Valentin	Healthcare Professions
John Elam	Healthcare Professions
Megan McKee	Healthcare Professions
Jules Bailey	Library Services
Sila Lott	Library Services
Kejika Washington	Sciences and Mathematics
Harlon Hawthorne	Sciences and Mathematics
Jorge Monreal	Sciences and Mathematics
David Hoover	Sciences and Mathematics
Beth Huettel	Sciences and Mathematics
Ethan Williams	Sciences and Mathematics
David McNutt	Sciences and Mathematics
Cindy Lee	Sciences and Mathematics
Johnny Petit	Sciences and Mathematics
Gregory Brown	Sciences and Mathematics
Margelet Hamilton	Sciences and Mathematics
John Bikowitz	Sciences and Mathematics
Robert Billet	Sciences and Mathematics
Angelina Kuleshova	Sciences and Mathematics
Christopher Russell	Sciences and Mathematics

Recommended for Continuing Contract:

Denise Spivey	Behavioral, Social Sciences and Education
Melissa Scalzi	Behavioral, Social Sciences and Education
Ha Hoang	Business, Industry and Technology
Kelly Thayer	Communications and Humanities
Lauren Fletcher	Communications and Humanities
Tricia Rizza	Communications and Humanities
Guy Dormeus	Sciences and Mathematics

Recommended for Continuing Contract - Post Award:

Melissa Soldani	Behavioral, Social Sciences and Education
Jarrett Phipps	Behavioral, Social Sciences and Education
Russell McGuff	Behavioral, Social Sciences and Education
Edith Strickland	Business, Industry and Technology
Byron Todd	Business, Industry and Technology
David Valladares	Communications and Humanities
Eva Nielsen	Communications and Humanities
Elise Ray	Communications and Humanities
Bryan McLawhorn	Communications and Humanities
Lu Vickers	Communications and Humanities
David Valladares	Communications and Humanities
Julie Baroody	Communications and Humanities
Frederick Owens	Communications and Humanities
Melissa Olson	Healthcare Professions
Ginny Marsters	Healthcare Professions
Suzanne Ferrell-Locke	Sciences and Mathematics
Martin Balinsky	Sciences and Mathematics
Santiago Molina	Sciences and Mathematics
Bob Lutz	Sciences and Mathematics
Martin Balinsky	Sciences and Mathematics
Suzanne Ferrell-Locke	Sciences and Mathematics
Karen Kinard	Sciences and Mathematics
Stephanie Breedlove	Sciences and Mathematics
Hector Quinones Pena	Sciences and Mathematics
Jim Smart	Sciences and Mathematics
Ellenar Harper	Transitional Studies Division