



March 19, 2018

MEMORANDUM

TO: District Board of Trustees
FROM: Jim Murdaugh, President 
SUBJECT: Annual and Continuing 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 2017, TCC had 182 full time faculty employed. Of those, 129 were on continuing contract, 52 were on annual contract, and 1 was on a temporary annual contract. Two continuing contract faculty have retired and one continuing contract faculty resigned since the beginning of fall term.

Of the remaining 126 on continuing contract, 27 are developing post-award review portfolios for our post-award process that became effective in Fall 2013. The Board will be presented with a group of post-award recommendations at the beginning of Summer 2018. 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 13 faculty on annual contract working toward continuing contract. All 13 are being recommended for continuing contract based on at least five years of review and satisfactory growth.

The remaining 41 faculty are finishing their first, second, third, or fourth year at TCC, and they are progressing well as new faculty. Of these, one has resigned to move to another state. One annual contract faculty is being recommended for dismissal. Thirty-nine faculty are being recommended for an annual contract for the 2018-2019 academic year.

Two faculty on annual contract are in temporary non-continuing contract status. They were appointed to fill vacancies that occurred unexpectedly and both contracts are 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 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:

Shakonda Diggs	Behavioral Social Science and Education
Babette Michelle Peruche	Behavioral Social Science and Education
Melissa Scalzi	Behavioral Social Science and Education
Denise Spivey	Behavioral Social Science and Education
Ha Hoang	Business Industry and Technology
Lisa Kellison	Business Industry and Technology
Alex Lancaster	Business Industry and Technology
Everett Montgomery	Business Industry and Technology
Aaron Brooks	Communications and Humanities
Sara Brown	Communications and Humanities
Lauren Fletcher	Communications and Humanities
Reginald Grant	Communications and Humanities
Teresa Paliwoda	Communications and Humanities
Donya Samara	Communications and Humanities
Sarah Smitherman	Communications and Humanities
Kelly Thayer	Communications and Humanities
Alma Cromartie	Healthcare Professions
Jennifer Dalton	Healthcare Professions
John Elam	Healthcare Professions
Mekia Jackson	Healthcare Professions
Megan McKee	Healthcare Professions
Rachel Messervy	Healthcare Professions
Derek Mitchka	Healthcare Professions
Alyssa Tamasi	Healthcare Professions
Sabrina Dyck	Library Services
Kelli Herm	Library Services
Sila Lott	Library Services
Fyiane Nsilo Swai	Library Services
John Bikowitz	Science and Mathematics
Robert Billet	Science and Mathematics
Guy Dormeus	Science and Mathematics
Nadine Gordon-Bradley	Science and Mathematics
Margelet Hamilton	Science and Mathematics
Angelina Kuleshova	Science and Mathematics
Meng-Chieh Lee	Science and Mathematics
Coleman Mackie	Science and Mathematics
Johnny Petit	Science and Mathematics
Christopher Russell	Science and Mathematics
Tricia Rizza	Transitional Studies

Recommended for Continuing Contract:

Cicely Brantley	Behavioral Social Science and Education
Edward Duggan	Behavioral Social Science and Education
Kathryn Harvey	Behavioral Social Science and Education
Gideon Nnaji	Business Industry and Technology
Karen Washington	Business Industry and Technology
Lindsey Smitherman-Brown	Communications and Humanities
Suzanne Esposito Dean	Healthcare Professions
Catherine Elton	Library Services
Helene Gold	Library Services
Paul Hill	Science and Mathematics
Donna Massey	Science and Mathematics
Vijay Subramanian	Science and Mathematics
Leslie Wooten	Science and Mathematics