



OCTOBER 1, 2020

**2021/2022 TENURE/ EVALUATION LIST  
AFT BARGAINING UNIT MEMBERS**

Set forth below is a listing of the status of AFT bargaining unit members insofar as the 2021-2022 contract-mandated processes are concerned. This document also contains procedural information on Tenure, Promotion, Evaluation and Sabbatical. [Click here for Promotion, Sabbatical and Tenure](#) application forms, which can be found on GCC website under Human Resources forms. Questions regarding any of the processes should be referred to Human Resources.

<b>Name</b>	<b>Current Rank</b>	<b>Tenure</b>	<b>2020-2021 Evaluation Due*</b>
Babbitt, Catherine	Associate Professor	Tenured	
Ballinger, Allan	Assistant Professor		
Boateng, Alex	Associate Professor	Tenured	YES
Brunt, James	Professor	Tenured	
Chenard, Susan	Professor	Tenured	YES
Cohen, Jonah	Professor	Tenured	YES
Costanzo, Robert	Professor	Tenured	YES
Daly, Tara	Assistant Professor		YES
Debarge, Susan	Associate Professor		YES
Delivron, Megan	Professor	Tenured	
Doninger, Lauren	Professor	Tenured	YES
Firmani, Laura	Instructor		YES
Flynn, Eric	Instructor		YES
Frosolone, Germaine	Professor	Tenured	YES
Fuller, Daniel	Professor	Tenured	YES
Fuller, Howard	Instructor		YES
Gaines, Renee A.	Professor	Tenured	
Haeckel, Claudia	Professor	Tenured	
Hernandez, Arthur	Instructor		YES
Jackson, Jacob	Assistant Professor		YES
Jones, Ann-Marie	Assistant Professor		YES
Kessler, Karen	Professor	Tenured	YES
Kraus, Sandra	Instructor		YES
Loteczka, Michael	Professor	Tenured	YES
Maisfehl, Lillian	Professional 18	Tenured	YES
Manning, Allyn	Instructor		YES
Maroney, Eric	Assistant Professor		
McFarland, Scott	Professor	Tenured	YES
McLawhon, Jessica	Assistant Professor		
Meyers, Eric	Professor	Tenured	
Morse, Victoria	Professor	Tenured	YES
Mullane, John	Professional 19	Tenured	YES
O'Leary, Lauren	Associate Professor	Tenured	
Panasy, Kititakone	Assistant Professor		YES
Robilotto, Keira	Instructor		YES
Roller, Lynn	Professor	Tenured	YES
Schettenhelm, Rachael	Professor	Tenured	YES
Speretta, Mirco	Instructor		YES

Sweeney, Amanda	Professor	Tenured	
Tabuzo, Bienvenido	Assistant Professor		YES
Thayer, Richard	Assistant Professor		YES
Vertucci, Giuseppe	Assistant Professor		YES
Veselak, Kristina	Instructor		YES
Walker, Stacy	Professor	Tenured	
Williams, Anne	Professor	Tenured	YES
Winterbottom, Wesley	Professor	Tenured	YES

### **CONSIDERATION FOR TENURE AND OBLIGATION OF THE EMPLOYEE**

Each staff member is responsible for determining eligibility under the contract. Persons who have not obtained Tenure but are interested in applying should submit their application to the President by **the first day of the Spring semester**

**(January 22nd).**

For bargaining unit members appointed on or after July 1, 1992, a tenured appointment normally will not be offered until the Faculty Member has completed six (6) years of full-time, tenure track employment with the Board. Tenure may be offered only to Faculty Members on a full-time regular appointment, provided that service on a special appointment may, in the Employer's discretion be counted toward the six (6) year requirement if such service has been continuous with service on a regular appointment. There shall be no express or implied right to the award of tenure.

### **TENURE COMMITTEE**

A Tenure Committee shall be formed consisting of four (4) tenured AFT faculty members elected by the faculty and two (2) members of the administration selected by the President.

**According to the 2017 SEBAC agreement the posting of the promotional lists has ceased.**

### **CONSIDERATION FOR PROMOTION AND OBLIGATION OF THE EMPLOYEE**

Each staff member is responsible for demonstrating that he/she is fully qualified for consideration for promotion and have met the minimum qualifications. Persons who are interested in applying for promotion should indicate their intent to apply by emailing the Human Resources Office by **last day of the Fall semester (December 23rd).**

**Fulfillment of the minimum formal requirements for promotion to a higher rank as established in Schedule C, shall determine eligibility for promotion, but shall not guarantee a right to a promotion, which shall remain within the sole discretion of the President.** Prior service on full-time special appointments, which the employer determines is similar, shall be credited. The normal expectation for promotion from Instructor to Assistant Professor is after three (3) years of service. Faculty should be prepared to demonstrate that they meet the minimum qualifications for the next rank. Applicants are requested NOT TO SUBMIT copies of previous evaluations since these documents are already on file.

Promotion applications must be submitted to the President by **the first day of the Spring semester (January 22<sup>nd</sup>).**

### **PROMOTION COMMITTEE**

At each college there shall be one Promotion Committee comprised of four (4) bargaining unit members appointed by their respective union and two (2) members of the Administration appointed by the President or his/her designee of the respective college in which the promotion is being considered. The Board shall consult with the Unions with respect to the written instructions which it gives to promotion committees.

**APPLICATIONS ARE NOT RETURNED, BE SURE TO KEEP A COPY FOR YOURSELF**

### **SABBATICAL LEAVE ELIGIBILITY**

A professional staff member on tenure track appointment will become eligible for sabbatical leave after completion of six consecutive years of full-time service at a college. Such professional staff member shall be considered for sabbatical leave during his/her sixth consecutive year of full-time service, but the sabbatical leave shall not commence until he/she has completed six years of full-time service. Once the sabbatical leave has been taken, the professional staff member shall again become eligible for sabbatical leave after six (6) additional consecutive years of full-time service following the completion of the sabbatical.

Applicants for sabbatical leave shall prepare a proposal for leave which describes the prospective activity, indicates the contribution it will make to the individual concerned and to the college and addresses all other conditions. The proposal shall be submitted to the President on a form established by the employer **no later than November 15th** of the fall semester of the year prior to the year in which the sabbatical would occur.

### **SABBATICAL LEAVE COMMITTEE**

At each college, there shall be a Sabbatical Leave Committee elected by the members of the bargaining units. Only tenured employees or employees on tenure track appointment at the college may serve as members of a Sabbatical Leave Committee. The size and composition of the committee shall be determined by mutual agreement.

**\*If an employee is scheduled for evaluation under the contract, the President anticipates that supervisors will evaluate each employee who applies for promotion, tenure or sabbatical leave.**

### **EVALUATIONS**

**Employees who need an evaluation are evaluated for the following timeframe: (7/1/20-6/30/21)**

There shall be periodic evaluation by the employer of all members of the bargaining unit as follows:

- a) in each of their first two appointment periods.
- b) once in every three years thereafter for those on regular appointments.
- c) once in every five years thereafter for those holding tenured appointments.

**Per APPENDIX R MEMORANDUM OF AGREEMENT RE: EVALUATION** The Federation and the Board agree that notwithstanding the schedule for evaluation set forth at Article XI, Section 11.1 of the collective bargaining agreement, the Board or its representative may initiate more frequent evaluation as circumstances warrant.

Required Evaluations are due no later than the end of the academic year (June 30th). [Click here for Performance Evaluation forms.](#)

**Employees who are not otherwise due for an evaluation this year but who are intending to apply for promotion or tenure are advised to promptly inform their supervisors and request that a new evaluation be prepared for submission with their promotion and tenure applications.**

**ANY ERRORS IN THIS DOCUMENT SHOULD BE REPORTED TO THE HUMAN RESOURCES OFFICE BY OCTOBER 7<sup>TH</sup>.**

*Disclaimer:*

*We are governed by the Board of Regents and collective bargaining unit agreements. While we strive to provide only the most accurate of information, occasionally there inadvertently may be a technical/factual inaccuracy on a record or document that we process.*