



GREENFIELD COMMUNITY COLLEGE

Academic Affairs

MEMORANDUM

TO: DCE Unit Adjunct Faculty
 CC: Tim Braim, Dennis Fitzgerald (MCCC), Rosemarie Freeland, Leo Hwang-Carlos, Bob Pura, Joe Rizzo (MCCC), Peter Rosnick, Judi Singley
 FROM: David Ram, Dean
 DATE: July 28, 2008
 SUBJECT: **Adjunct Faculty Seniority for 2008-2009**

In accordance with Article 10.07 of the collective bargaining agreement for the Division of Continuing Education (attached), I have listed below the names of unit members eligible for appointment to teach credit courses, along with their years of seniority at Greenfield Community College by discipline area, effective for fall 2008. If you have any questions, please contact me.

ADJUNCT FACULTY SENIORITY FOR 2008-2009

ACC

Albright, P. – 24
 Wilkins, D. – 3

ADM

Wilkins, D. – 20
 Forcier, A. – 1

ANT

Vouros, G. – 6
 Booxbaum, R. – 4
 Kuban, K. – 2

ART

Schneider, F. – 7
 Dacres-Smith, C. – 3

ASL

Lacy-Limoges, E. – 11

BIO

Fydenkevez, M. – 12
 Seeve, C. – 9
 Eck, J. – 8
 Jones, T. – 8
 Battey, A. – 4
 Mayo, J. – 3

BUS

Luippold, B. – 24
 Reino, J.S. – 5
 Vranos, K. – 3
 Brubaker, J. – 2
 Johnson, T. – 1
 Simmons, T. – 1

CHE

Cole, M. – 4
 Fydenkevez, M. – 2
 Mayo, J. – 2
 Battey, A. – 1

CIS (DAT)

Wilkins, D. – 19
 Lavoie, J. – 12
 Brubaker, J. – 9
 Lovelace (Brooks), H. – 8

COE

Wing, S. – 11
 Adams, V. – 7
 Reino, J.S. – 1

COL

Baker, J. – 7
 O'Brien, C. – 6
 Ruiz, L. – 4
 Monahan, C. – 4
 Melanson, S. – 3
 Lovelace (Brooks), H. – 2
 Kusiak, L. – 2
 Lyons, B. – 1
CRJ
 Lanoie, D. – 5
 Newton, J. – 2
 Waldfogel, D. – 1

DAN

Keillor-Steinem, K. – 14
 Sorvino, A. – 12
 Sylla, S. – 7
 Wolfzahn, F. – 2
 McLellan (Nims), C. – 1

ECO

Simmons, T. – 4
 Field, M. – 3

EDU

Sartz, C. – 15

EGR

Johnson, T. – 3
 McLoughlin, L. – 2

EMS

Garvey, K. – 10
 Constantine, D. – 9
 Josefski, D. – 7
 Bascomb, C. – 6
 Chapman, S. – 3
 Ruff, M. – 3
 Kelley, K. – 2
 O'Brien, J. – 2

ENG

McLellan (Nims), C. – 32
 Kusiak, L. – 17
 O'Connell, W. – 17
 Ruiz, L. – 13
 Piana, D. – 10
 O'Brien, C. – 7
 Walsh, S. – 7
 Baker, J. – 6
 Klein, M. – 6
 Thayer, R. – 5
 Jones, A. – 4

(continued on next page)

SENIORITY FOR 2008-2009 – AMENDED (continued)

ENG (continued)

Lyons, B. – 4
Melanson, S. – 4
Monahan, C. – 4
Hayes, J. – 3
Holden, A. – 3
Kelly, M. – 3
Mahoney, D. – 3
Cox, L. – 2
Poulin, S. – 2
Lovelace (Brooks), H. – 1

ESL

Kestenbaum, D. – 7
Damon, A. – 6
Haigis, M. – 4
Porter, L. – 3
Olin, M. – 2

FRE

Gifford, C. – 4

GCC

Melanson, S. – 2
Russek, A. – 1
Semerjian, A. – 1
Tierney, J. – 1

GEO

Price, G. – 20
Little, R. – 4

HEC

Korby, C. – 6
Russek, A. – 4
Buell, L. – 3

HFW

O’Connell (Davidson), K. – 5

HIS

Afesi, D. – 11
Sherter, S. – 8
Anderson, K. – 4
Heaslip, A. – 4
LaRose, J. – 2
Cox, L. – 1

HSV

Goodman, E. – 7
Brown, L. – 3
Becker, J. – 2
Harrison, T. – 2
Daube, K. – 1
Sartz, C. – 1

HUD

Patnode, L. – 5
Lovelace (Brooks), H. – 2
Wing, S. – 2
Baker, J. – 1
Brubaker, C. – 1
Goodman, E. – 1
Harrison, T. – 1
O’Connell (Davidson), K. – 1
Seeve, C. – 1

HUM

Ruiz, L. – 5
Heaslip, A. – 3
Piana, D. – 1

LAT

Quesada, N. – 7
Cox, L. – 1

LED

Hricko, C. – 9
Dolhenty, L. – 6
Paterson, L. – 6
McLellan (Nims), C. – 4
O’Connell (Davidson), K. – 4
Santiago, C. – 2

MAT

Beebe, N. – 15
Lemere, D. – 13
Brubaker, J. – 6
Shannon, M. – 6
Keenan, P. – 5
Burrill, J. – 3
McGuigan, R. – 3
McLoughlin, L. – 3
Rosnick, P. – 3
Semerjian, A. – 3

(continued in next column)

MAT (continued)

Stachelek, A. – 3
Johnson, T. – 2
Jones, T. – 1
Simmons, T. – 1

MTC

Luzzi, J. – 10
Parker, H. – 10
Dodge, J. – 8
Hayden, R. – 8
Hricko, C. – 2
Eck, J. – 1
Fydenkevez, M. – 1

MUS

Heins, M. – 7
Cunningham, G. – 4
Leicach, S. – 3
Purcell, D. – 3
Sylla, S. – 2

NUR

Gusan (Childs), S. – 15
Forcier, A. – 12
Skawski, E. – 5
Burke, M. – 4
Dent, M. – 2
Mariani, T. – 2

PHI

Nielsen, D. – 5
Makinster, D. – 4
Patnode, L. – 1

PHY

Johnson, T. – 5
McLoughlin, L. – 1

PSY

Goodman, E. – 31
Lachance, K. – 15
Harrison, T. – 10
Underwood, M. – 8
Dolhenty, L. – 6
Brubaker, C. – 4
Bosler, L. – 3

(continued in next column)

PSY (continued)

Tierney, J. – 3
Becker, J. – 2
Johnson, D. – 2
Brown, L. – 1

POL

LaRose, J. – 7
Waldfogel, D. – 3

SCI

Price, G. – 11
Johnson, T. – 10
Jones, T. – 5
McLoughlin, L. – 2

SOC

Brubaker, C. – 7
Daube, K. – 5
Booxbaum, R. – 3
Hricko, C. – 1
McLoughlin, L. – 1

SPA

Quesada, N. – 12
Hokanson, D. – 10
Steadman-Ball, C. – 9
Damon, A. – 7
Gifford, C. – 4
Bankman, J. – 3
Porter, L. – 1

PCS (SPE)

Patnode, L. – 8
Ruiz, L. – 8

THE

Patnode, L. – 6

WST

Hayes, J. – 2
Heaslip, A. – 2

From ARTICLE X – Appointment, Division of Continuing Education Collective Bargaining Agreement
(the full agreement can be found at www.mccc-union.org/dcecontract.htm)

10.01 Unit members shall be given a contract stating the courses, subject areas, and salary to which the unit member has been assigned.

10.02 A unit member who has taught at least five (5) courses over three (3) consecutive fiscal years in the Division of Continuing Education at the College who has received a satisfactory evaluation in a work area(s) shall be eligible for a reappointment in that work area(s).

The fiscal year shall be that defined by the Division of Continuing Education at the College and any course spanning two fiscal years shall be attributed to the fiscal year in which the course begins.

Prior to making tentative appointments, the College shall provide to eligible employees as defined above a course interest and teaching availability form (attachment DCE-A p.v).

10.03 A tentative appointment for one course will be offered first to those eligible unit members as defined above with the longest service in the Division of Continuing Education at the college in that work area, except under the following conditions:

- a. the unit member receives an unsatisfactory evaluation;
- b. if there are insufficient courses available within the work area of the unit member;
- c. if, in the professional judgment of the President, or designee thereof, reasons exist which preclude such reappointment, the President, or designee thereof, shall provide the unit member with a written statement of the reason or reasons for the non-reappointment. The reasons for non-reappointment shall not be arbitrary or capricious.

10.04 For every fiscal year in which the unit member teaches or has taught at least two (2) courses, one (1) year of service shall accrue for purposes of seniority. If the two courses are in different work areas, one year of service shall accrue in each work area. Any outside entity course for which a faculty member is compensated in excess of the salary schedule shall not count towards accruing seniority.

10.05 Any faculty member who does not teach at least one (1) course during a fiscal year will not be eligible for unit inclusion during that year. If a faculty member does not teach at least one (1) course during two consecutive fiscal years, the faculty member will lose previously accrued seniority unless on authorized leave approved by the President of the college, or designee thereof. Leave may be authorized for up to two consecutive years. When determining seniority earned prior to this agreement pursuant to the provisions of 10.04 above, any period of two years or more during which the faculty member taught no course will constitute a break in service and no service prior to said break will accrue to a unit member's seniority.

10.06 If a faculty member is offered and accepts a course which is subsequently cancelled, there will be no break in previously accrued seniority or credit towards eligibility for reappointment.

10.07 By August 15 of each year, the MCCC/MTA shall be provided with the official list of eligible faculty members, including seniority by work area(s), based upon information available at the College for the five years preceding the fiscal year in which seniority is considered for appointment under this article. When the initial list is published, faculty members shall have thirty days to challenge their relative placement on the list and, upon providing documentation acceptable to the College, the list shall be adjusted appropriately.

10.08 As a condition of employment, unit members will be required to have a resume on file.