

MASSASOIT COMMUNITY COLLEGE
DIVISION OF FACULTY AND INSTRUCTION

CONTINUING EDUCATION
CREDIT FACULTY SENIORITY LIST

FISCAL YEAR 2011 UPDATE

WORK AREA 1: HISTORY

<u>Name</u>	<u>Years Seniority</u>
James Cottom	40
Kevin MacWade	29
Richard Nagle	20
Leighton Shields`	18
Roger Shea	18
Barbara Finkle	18
Josiah Rotman	16
Charles Mastrangelo	12
Clinton Smith	11
John Wojtowicz	10
Ross Hall	8
Raymond Ajemian	8
Carey Shain	7
Robert Neely	4
Stephen Mott	3
Howard Christian	3
Halima Khan	3
Joseph Kelly	3
Judith Barrett	2
Charles Black	1
Donna Holden	1

WORK AREA 2: POLITICAL SCIENCE/GOVERNMENT

<u>Name</u>	<u>Years Seniority</u>
Kevin MacWade	27
Roger Shea	24
James Cottom	22
Philip Travis	21
Josiah Rotman	14
Clinton Smith	11
Barbara Finkle	8
James Dolan	8
Leighton Shields	7
Halima Khan	5
Raymond Ajemian	4
David Colton	4
Judith Barrett	3
Paul Chiano	3
Charles Mastrangelo	2
Joseph McDonnell	1

WORK AREA 3: PSYCHOLOGY

<u>Name</u>	<u>Years Seniority</u>
Karyn Boutin	28
Claire Howard	24
Patricia Strangis	23
Carolyn Buker	22
Christina Frizzell	20
Thomas Godin	19
Clare Clark	18
Lori Azzara	17
Morgan Costello	14
Richard Rapacz	12
Roland Blanchette	10
Leighton Shields	10
Josephine Salloway	10
Kim Y. McKeithen-Franks	10
Christopher Galante	10
Alfred Baptista	8
Anne Scalzo-McNeil	7
Richard DiCara	6
John Bacon	6
Julienne Isaacson	4
Beverly Iddings	3
Robert Anzenberger	3
Ross Solomon	3
Anne-Marie Perry	3
Mary Leo	3
Elizabeth Collins	2
Kenneth J. Sutcliffe	1

WORK AREA 4: SOCIOLOGY/RELIGION/ANTHROPOLOGY

PAGE 1

<u>Name</u>	<u>Years Seniority</u>
Roland Blanchette	25
Lori Azzara	23
Peter Klenert	21
Carolyn Buker	19
Joseph McDonnell	18
Karyn Boutin	17
Morgan Costello	16
Charles Black	16
Christina Frizzell	16
Kenneth J. Sutcliffe	16
Richard Rapacz	12
Patrick Faiella	12
Leighton Shields	11
Richard Coletti	9
Derek Salamone	9
James Dolan	7
Patricia Strangis	7
Lisa Coole	7

WORK AREA 4: SOCIOLOGY/RELIGION/ANTHROPOLOGY

PAGE 2

<u>Name</u>	<u>Years Seniority</u>
Marie Dexter	6
Richard DiCara	6
John Bacon	6
Peter Crone	6
Maria Evora-Rosa	6
Stephen Mott	6
Julienne Isaacson	4
Clare Clark	3
Claire Howard	3
Beverly Iddings	2
Mary Leo	2
Gregory Zackrison	2

WORK AREA 5: ECONOMICS

<u>Name</u>	<u>Years Seniority</u>
Morgan Costello	35
Leighton Shields	31
Richard Nagle	18
Philip Travis	14
Roland Blanchette	9
Robert Anzenberger	8
Karyn Boutin	7
Richard DiCara	6
Lori Azzara	5
Roger Shea	4
Clare Clark	3
Claire Howard	3
Josiah Rotman	3
Henry Bradford	1

WORK AREA 6: CRIMINAL JUSTICE

<u>Name</u>	<u>Years Seniority</u>
Edward O'Leary	22
Charles Black	21
Joseph McDonnell	21
James Dolan	19
Patrick Faiella	12
Brendan Sullivan	11
Paul Ryan	7
Derek Salamone	6
Peter Crone	6
Lisa Coole	5
Philip Pergola	4
Jon Schaefer	3
Willis Griffiths	3
Richard Coletti	2
Willie Bradley	2

WORK AREA 7: MUSIC

<u>Name</u>	<u>Years Seniority</u>
Henry Camillo	28
Robert Jeff Williams	10
Kenneth Demers	9
Robert Bowers	9
Marc Campbell	8
Charles Downing	4
Linda Dunn	2
William Aucoin	1

WORK AREA 8: COMMUNICATION/THEATER ARTS

<u>Name</u>	<u>Years Seniority</u>
Robert Bowers	30
Ellen Kelly	20
Mark Linde	18
Brendan Sullivan	13
Elizabeth Morrell	12
John Philibert	12
Henry Camillo	11
Susan Keith	10
Regina Kandraska	10
Chad O'Connor	8
Mark Rocheteau	8
Susan Hall	7
Jeanine Kane	7
Edward Krasnow	7
John Bacon	6
Charles O'Donnell	6
James Dolan	5
Kenneth J. Sutcliffe	5
Rachel Jarvinen	5
Sara-Ann Semedo	4
Mary Haley	3
Carl Kowalski	3
Linda Dunn	2
Patrick Faiella	2
William Aucoin	1

WORK AREA 9: VISUAL ARTS

<u>Name</u>	<u>Years Seniority</u>
Joseph Desjardins	14
Linda Dunn	13
Susan O'Leary	12
Robert Priest	12
Henry Camillo	11
Roberta Walsh	10
Robert Bowers	9
David Hirschy	9
John Danehy	9
Judith Rossman-Mee	9
Douglas Dalton	9
Janet Tooker	8
Gayle White	8
Ross Hall	6
Scott Ketcham	6
Ryan Boutin	6
John Philibert	4
Liangshu Han	4

WORK AREA 11: TRAVEL & TOURISM

<u>Name</u>	<u>Years Seniority</u>
Janet Tooker	7
Joan Ostheimer	2

WORK AREA 12: INTRODUCTORY READING & WRITING/COMPOSITION

PAGE 1

<u>Name</u>	<u>Years Seniority</u>
J. Paul Robinson	42
C. Ivor deSilva	39
Kenneth Anania	37
Carl Kowalski	35
David Hirschy	26
Louise Demas	24
Elizabeth Marconi	23
Barbara Stevens	22
Ruth Shain	22
William Aucoin	21
Rachel Jarvinen	21
Donna Petrillo-Takki	21
Peter Rodman	21
Rose Yesu	20
Joyce Zymaris	19
Pamela Z. Spillane	19
Arlene Ford Dyment	17
Judith Miley	16
Eric Hanson	14
Judith Barrett	14
Tracey Schaub	13
George Ghiorse	12
Mark Walsh	12

WORK AREA 12: INTRODUCTORY READING & WRITING/COMPOSITION

PAGE 2

<u>Name</u>	<u>Years Seniority</u>
Mary Murray	11
Susan Keith	11
Rosemary Buja	11
Julie Rankin	11
Martha Westwater	10
Kilburn Culley	10
Wendy Prentiss	10
Louis Rosenberg	10
Jon Rosenthal	10
Bruce McCabe	10
John Philibert	9
Athena Babalas	9
Judith Hague	9
Kathleen Pahl	9
Nicole Clark-Ramirez	8
Bridget Vaughan	8
James Ventola	7
Claire Krasnow	7
Constance Marinelli	7
Mary Ambrose	7
Thomas Frizzell	6
Albert Desrochers	6
Allen Azer	7
James Clark	6
Sandra Holbrook	6

WORK AREA 12: INTRO. READING & WRITING/COMPOSITION

PAGE 3

<u>Name</u>	<u>Years Seniority</u>
Deborah Rosenthal	5
Stephanie Blackman	5
Russell DeCoste	5
Sandra MacWade	5
Sean McPherson	5
Eric Norment	5
Donald Sarney	5
Susan Hall	4
Donna Holden	4
James Smith	4
Jennifer Fallas	4
Alfonse Rocco	4
Faith Tobon	4
Joanne Vernacchio	4
Jennifer Roche	3
Laura Rancatore	3
Joan Fagan	3
Lorna Paone	3
Sharon Perkins-Allen	3
George Scala	3
Charrolee Thompson	3
Peter Traveline	3

WORK AREA 12: INTRO. READING & WRITING/COMPOSITION

PAGE 4

Margaret Norris	2
Anita Bachrach	1
Stephen Tooker	1
Susan Martelli	1

WORK AREA 13: LITERATURE

<u>Name</u>	<u>Years Seniority</u>
J. Paul. Robinson	22
C. Ivor deSilva	20
Kenneth Anania	17
David Hirschy	16
John Philibert	16
James Ventola	13
Deborah Rosenthal	11
Judith Miley	11
Judith Barrett	11
Eric Hanson	10
Rachel Jarvinen	8
Elizabeth Marconi	7
Mark Walsh	7
Stephan Tooker	7
Donna Petrillo-Takki	6
Nicole Clark-Ramirez	6
Louise Demas	5
Martha Westwater	5
Sean McPherson	5
Bridgette Vaughan	5
Mary Murray	4
Kathleen Pahl	3
Margaret Norris	3
Barbara Stevens	2
Pamela Z. Spillane	1
Louis Rosenberg	1
Susan Martelli	1
James Smith	1
Al Desrochers	1
George Scala	1
Charrolee Thompson	1
Jon Rosenthal	1

WORK AREA 14: PHILOSOPHY

<u>Name</u>	<u>Years Seniority</u>
James Ventola	13
Ross Hall	10
Carl Kowalski	10
John Bacon	7
Mark Walsh	5
John Philibert	4
Elizabeth Marconi	3
Mary Ambrose	2
Richard Rapacz	1

WORK AREA 15: MODERN LANGUAGES

<u>Name</u>	<u>Years Seniority</u>
Juanita Brunelle	33
Francesco Davoli	18
Susan Hall	17
Judith (Giuditta) Monterosso	16
Nuno Vieira	15
Cristina Ajemian	14
Julie Un	13
Robert McDonald	13
Donna Holt	11
Agnelo Montrand	8
Irene Duke	8
Robert Santoro	5
Michelle Connolly	3
Susan Martelli	1
Jenifer Cametti	1

WORK AREA 16: ENGLISH AS A SECOND LANGUAGE

<u>Name</u>	<u>Years Seniority</u>
Juanita Brunelle	18
Judith (Giuditta) Monterosso	13
Julie Un	11
Jenifer Cametti	10
Sawsan Zahara	9
Anita Bachrach	8
Bonnie Troupe	5
Pamela Flyod-Ogawa	2
Susan Hall	1

WORK AREA 17: FIRE SCIENCE

<u>Name</u>	<u>Years Seniority</u>
Philip Blye	22
Robert Hollingshead	20
Antonio Gomes	19

WORK AREA 18: HUMAN SERVICES

<u>Name</u>	<u>Years Seniority</u>
Rebecca Shipman	34
Beverly Iddings	28
David Smith	16
Julienne Isaacson	4
Arlene Ford Dymont	3
Alan Garcia	3

WORK AREA 19: CHILD CARE

<u>Name</u>	<u>Years Seniority</u>
Melodie Hanson	20
Karen Manning	15
Glenn Galusha	14
Geralyn Dann	11
Michelle Manganaro	10
Nadia Jensen	9
Nancy Ryan	8
L. Patricia Ferrell	7
Patricia Strangis	3
Kim Y. McKeithen-Franks	3
Susan Quinlan	3
Lori Azzara	2
Karyn Boutin	2
Mildred Rent	2
Josephine Salloway	1

WORK AREA 20: CULINARY ARTS

<u>Name</u>	<u>Years Seniority</u>
Joan Ostheimer	10
Anthony Giuffre	10
Jeanne Curtis	7
Paul Weeden	1

WORK AREA 21: ACCOUNTING

<u>Name</u>	<u>Years Seniority</u>
Charles Downing	38
Robert Pacheco	31
Bruce England	27
Thomas Murray	26
Linda Garren	21
Lynda Thompson	17
Michael Regan	17
Robert Laurie	12
Thomas Minichiello	11
Benjamin Pike	11
Neil Buckley	9
Carolann Bready-Lyons	5
Mary Mariano	5
Howard Christian	5
Pierre Sterlin	3
Peter Meggison	1
Theresa McNulty	1

WORK AREA 22: GENERAL BUSINESS

PAGE 1

<u>Name</u>	<u>Years Seniority</u>
Charles Downing	34
Benjamin Pike	29
Robert Laurie	29
Thomas Minichiello	27
Thomas Frizzell	25
Donald McRorie	21
Philip Pergola	20
Robert Pacheco	19
Patricia Laidler	19
Thomas Murray	17
Joan Ostheimer	16
Bruce England	15
Lynda Thompson	13
Joseph Mariano	12
Derik Malone	9
Bonnie Olson	8
Michael DeYoung	8
Lawrence Fisher	7
Mary Mariano	5
Helen McFadyen	5
Daniel Bielenin	5
Peter Meggison	4
Brian Terry	4
Henry Bradford	4
Neil Buckley	3
Alicia McNeil	3
Frank Devito	3
Robert Murphy	3

WORK AREA 22: GENERAL BUSINESS

PAGE 2

Michael Regan	2
Halinda Khan	2
Pierre Sterlin	2
Clint Smith	2
Marie Looby	2
John Morosco	2
Morgan Costello	1
Carolann Brady-Lyons	1
Paul Weeden	1
Lori Azzara	1

WORK AREA 23: OFFICE ADMINISTRATION

<u>Name</u>	<u>Years Seniority</u>
Marilyn Sherry	26
Deborah Nordin	14
Ann Tamulinas	12
Theresa McNulty	11
Susan McGowan	10
Peter Meggison	8
Catherine Flaherty	6
Ross Hall	4
Marian Bazarian	3
Linda Garren	3
Marie Looby	2
Ellen Shave	2
Lynda Thompson	1

WORK AREA 24: COMPUTERS

<u>Name</u>	<u>Years Seniority</u>
Richard Dicara	29
Kenneth Brown	26
Marjorie Daley	22
Robert Kennedy	21
Marian Bazarian	17
Marilyn Sherry	14
Susan McGowan	13
Peter Meggison	13
Catherine Flaherty	12
Deborah Nordin	12
Albert Manson	12
Francis McGowan	12
Ellen Shave	11
Janet Brown-Sederberg	10
Marie Looby	9
Theresa McNulty	8
Carolann Bready-Lyons	7
Ann Tamulinas	7
Bruce England	6
Ross Hall	6
Michael DeYoung	5
Jill Rossetti	3

WORK AREA 25: PHYSICAL SCIENCE

<u>Name</u>	<u>Years Seniority</u>
Ronald Coelho	43
Robert Demers	40
James Tressel	31
Kenneth Demers	20
Vahe Marganian	18
John E. O'Brien	17
Gerald Janey	15
John (Sarantos) Manos	13
Susan Savill	8
Charles Wohlers	8
Kendra Twomey	6
George Bukow	5
Michelle Garren	3
Jaime Kern	3
George Lee	3
Michael Richard	1
David Miley	1

WORK AREA 26: EARTH SCIENCE

<u>Name</u>	<u>Years Seniority</u>
Ronald Coelho	22
Robert Demers	19
John (Sarantos) Manos	18
James Tressel	10
Kenneth Demers	9
John E. O'Brien	4
Elizabeth Helton	4
Michael Richard	3

WORK AREA 27: BIOLOGICAL SCIENCE

<u>Name</u>	<u>Years Seniority</u>
David Campbell	34
Sheila Johnson	29
Robert Hilton	26
Leslie Lichtenstein	25
Frances McCutcheon	21
Linda Kollett	21
John E. O'Brien	19
Susan Smith	18
Deborah Cato	15
John (Sarantos) Manos	14
Marc Simmons	14
Susan Barrett	10
Ann Marie Burke	9
Leeann Griggs	9
Robert Dano	8
Mark Stephansky	7
William Hanna	6
Shawndra Martinez	5
Jean LaFortune	5
Diane Salvetti	5
Arthur Bumpus	4
Margaret Schrama	4
Francis Cucchiara	4
Jonathan Levesque	4
Angela Todd	4
Carrie Charlton	3
Elizabeth Helton	3
Reza Hassanzadeh	3
Jessica Tenzar	3
Gordon Yaney	3
Susan Perry	3
Stephen Comeau	2
George Mager	2
Janet Beagan	2
Robert Clark	1

WORK AREA 28: LOWER MATHEMATICS

PAGE 1

<u>Name</u>	<u>Years Seniority</u>
John Keating	42
Dennis Fitzgerald	41
Joseph Cleary	39
Daniel Kimborowicz	34
Katherine Soderbom	33
Sally Sundstrom	29
Richard Shevory	24
Carole Taylor	24
Sally Barney	23
Margaret Stevenson	23
Ronald DiBona	22
Dolores Shea	21
Gerald Janey	19
Carol Vecchi	18
Paula Keefe	18
Kenneth Demers	16
John Gomes	16
Lori Azzara	15
Marianne Rosato	15
Lois Martin	11
David Niles	11
William Collins	10
John Brooks	9
Madeline Bartlett	9
Kerryn Snyder	9
Mario Arria	9
Seheli Sultana	9
Richard LaCivita	8
Robert Yellen	8

WORK AREA 28: LOWER MATHEMATICS

PAGE 2

<u>Name</u>	<u>Years Seniority</u>
Cecilia Byron	7
Susan Savill	7
Erika Dunbury	7
Dana Miller	7
George Lee	6
Barbara O'Loughlin	6
Daniel Bacon	5
Ryan Shea	5
Joseph Assiradoo	5
Thomas Turner	5
Paul DiNolo	5
Harry Ferrell-Locke	5
Aziza Hina	5
Janet Krol	5
Robert Kennedy	4
Carol Welch	3
David Miley	3
Kathleen Gervais	3
John Warren	3
Allison Moyer	2
Herbert Marin	2
Mark Showan	1
Susan Hall	1

WORK AREA 29: UPPER MATHEMATICS

<u>Name</u>	<u>Years Seniority</u>
Joseph Cleary	42
John Keating	42
Katherine Soderbom	38
Dennis Fitzgerald	33
Sally Barney	26
Gerald Janey	25
Margaret Stevenson	24
Lori Azzara	21
John Gomes	19
Carole Taylor	14
Daniel Kimborowicz	13
Lois Martin	13
John Brooks	13
Sally Sundstrom	12
Richard Shevory	9
Kerryn Snyder	9
Carole Vecchi	8
Daniel Bacon	8
Ann Marie (Shevory) Costa	7
Thomas Turner	6
Alfred Galante	5
Marianne Rosato	4
Herbert Marin	4
Seheli Sultana	4
Jane DeVoe	4
Allison Moyer	3
Aziza Hina	3
Richard LaCivita	2
Robert Kennedy	2
Jim Tressel	1
Janet Krol	1
Kathleen Gervais	1
Ryan Shea	1

WORK AREA 30: ENGINEERING TECHNOLOGY

<u>Name</u>	<u>Years Seniority</u>
David Hirschy	25
John Brooks	22
Robert Kennedy	16
Gerald Janey	14
Paul O'Hara	13
Frank McGowan	7
John Fitzgerald	6
Kenneth J. Sutcliffe	5
Herbert Marin	4
Jean-Marie Trocher	3
George Lee	1

WORK AREA 32: DIESEL TECHNOLOGY

Name

Years Seniority

Thomas Kearns

9

WORK AREA 33: HEATING, VENTILATING & AIR CONDITIONING

Name

Years Seniority

Jean-Marie Trocher

1

WORK AREA 34: ARCHITECTURAL TECHNOLOGY

<u>Name</u>	<u>Years Seniority</u>
Arthur Rigor da Eva	19
Irving Weiner	17
Leo McCormack	3
Phillip Blye	2

WORK AREA 36: RADIOLOGIC TECHNOLOGY

<u>Name</u>	<u>Years Seniority</u>
Nancy Sutcliffe	13
Stephen Powers	12
Susan Donahue	5
Bernice Reznick	2

WORK AREA 37: RESPIRATORY THERAPY

<u>Name</u>	<u>Years Seniority</u>
Martha DeSilva	10
Kathleen Wood	9

WORK AREA 38: CLINICAL LABORATORY SCIENCE/PHLEBOTOMY

Name

Years Seniority

Sharon King

12

WORK AREA 39: MEDICAL ASSISTANT

<u>Name</u>	<u>Years Seniority</u>
Sharon King	13
Teresa Lotterhand	2

WORK AREA 40: DENTAL ASSISTANT

<u>Name</u>	<u>Years Seniority</u>
Janet Beagen	12
Marie Bridges	5
Gerald Maher	4
Laura Najjar	2

WORK AREA 41: NURSE EDUCATION

Name

Years Seniority

None

WORK AREA 42: PHYSICAL THERAPY

Name

Years Seniority

None

WORK AREA 43: PHYSICAL EDUCATION

Name

Years Seniority

None

WORK AREA 44: COUNSELING/FRESHMAN SEMINAR

<u>Name</u>	<u>Years Seniority</u>
Marie Dexter	9
Donna Holden	9
Mark Showan	9
Anne Marie Perry	6
Josiah Rotman	5
Claire Howard	4
Charles Mastrangelo	4
John Bacon	4
Russell DeCoste	4
Deborah Nordin	4
Sally Barney	3
John Keating	3
Tracy Schaub	3
Ryan Boutin	2
Elizabeth Collins	2
Pamela Flyod-Ogawa	2
George Scala	2
Gregory Zackrison	2
Ellen Kelly	1
Raymond Ajemian	1
Nicole Clark-Ramirez	1

WORK AREA 45: FUNERAL SERVICE

Name

Years Seniority

None

WORK AREA 46: INTERDISCIPLINARY

Name

Years Seniority

None

WORK AREA 47: EDUCATION

Name

Years Seniority

Anne Marie Perry

2

**Massasoit Community College - Continuing Education
Course Number/DCE Work Area Relationship (FY'11)**

ALPHA Course/Number Range	Related DCE Work Areas
HIST	1. History
GOVT	2. Political Science/Government
PSYC	3. Psychology
ANTH GEOG RELG SOCI FILM 122	4. Sociology/Religion/Anthropology
ECON	5. Economics
CJUS	6. Criminal Justice
MUSC	7. Music
DANC MDIA SPCH THET	8. Communication/Theater Arts
ARTG	9. Visual Arts
WORK AREA NO LONGER USED	10. NO LONGER USED
TRAV TRGE	11. Travel & Tourism
JOUR LBSC ENGL 020-119 + ENGL 400 (By content)	12. Introductory Reading & Writing/Composition
ENGL 121-399 + ENGL 400 (By content)	13. Literature
PHIL	14. Philosophy
ML -- (All ML Courses)	15. Modern Languages
ENSL	16. English as a Second Language
FIRE	17. Fire Science
HSRV 000-202, 221-222, 231-407	18. Human Services
CCED HSRV 205-218, 223	19. Child Care
CULA	20. Culinary Arts
ACCT	21. Accounting
BUSN	22. General Business
CTLG CTMD CTWP CTIM 097-100, 110, 113, 119-126, 130-144, 173-180, 184, 190-192, 203, 213-220, 222-233, 241-256, 260, 262, 264-266, 270, 274-275, 279-280, 283, 290, 411	23. Office Administration
CTDP CTIM 001-010, 101-109, 111-112, 114-118, 127-128, 145-172, 180-183, 185-189, 193-202, 204-212, 221, 235, 261, 263, 267-269, 271-273, 276-278, 281-282, 291-408, 500	24. Computers
CHEM PHYS	25. Physical Science
ESCI	26. Earth Science

GENL = General Education courses. See course title/content to determine appropriate work area.

**Massasoit Community College - Continuing Education
Course Number/DCE Work Area Relationship (FY'11)**

BIOL		27. Biological Science
MATH 000-102	+	MATH 111-116
		28. Lower Mathematics
MATH 103-110	+	MATH 120-400
		29. Upper Mathematics
ENGT		30. Engineering Technology
		31. NO LONGER USED
WORK AREA IS NO LONGER USED		
DIES		32. Diesel Technology
HVAC		33. HVAC
ARCH		34. Architectural Technology
		35. NO LONGER USED
WORK AREA IS NO LONGER USED		
RADT		36. Radiologic Technology
RESP		37. Respiratory Therapy
MEDA		104, 121, 301, 302, 401
		38. Clinical Laboratory Science/Phlebotomy
MEDA	except	104, 121, 301, 302, 401
		39. Medical Assistant
DENT		DNTL
		40. Dental Assistant
NURS		41. Nurse Education
PTAT		42. Physical Therapy
PHED		43. Physical Education
ACAD		44. Counseling/Freshman Seminar
FNSV		45. Funeral Service
INTR		46. Interdisciplinary
EDUC		47. Education

Updated 7/11

GENL = General Education courses. See course title/content to determine appropriate work area.