



# GREENFIELD COMMUNITY COLLEGE

## Student and Academic Affairs

### MEMORANDUM

TO: DCE Unit Adjunct Faculty

CC: Deans: Leo Hwang, Brian Kapitulik  
Assistant Dean: Trish McPeak-Larocca  
GCCPA President: Doug Wilkins  
Human Resources Executive Director: Joan Murphy

FROM: Mary Ellen Fydenkevez, Interim Chief Academic and Student Affairs Officer *Me/b*

DATE: **August 1, 2019**

SUBJECT: **Adjunct Faculty Seniority for 2019-2020**

In accordance with Article 10.07 (attached) of the collective bargaining agreement for the Division of Continuing Education, listed on the following pages are 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 2019.

Per Article 10.02 (attached), a unit member meets the threshold to be included on the DCE seniority list once they have "...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)..." Then, once this threshold is met, per Article 10.04 (attached), "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." See Article 10, attached, for additional DCE seniority and appointment information.

If you have any questions, please contact me.

\* Adjunct faculty listed here will receive a teaching availability form electronically according to Article 8.02 of the DCE Collective Bargaining Agreement. **Adjunct faculty must maintain their GCC email account in order to receive notification** that their Teaching Availability form as well as tentative assignment(s) and appointment letter(s) (contracts) are ready for their review in MyGCC.

## ADJUNCT FACULTY SENIORITY FOR 2019-2020

### ACC

Galbraith, Jeffrey – 11  
Fredrick, Thomas – 4  
Wilkins, Doug – 3

### ANT

Vouros, Greg – 16  
Booxbaum, Ronnie – 15

### AHS/ART

Hyde, T. Budge – 12  
Petraccia, Breta – 11  
Meyer, Nicholas – 6  
Young, Tom – 3  
Stevens, Tina – 2

### AGR (incl. EVS152)

Reiber, Anthony – 5  
Paulson, Beth – 4  
Roell, Angela – 4  
Stachiw, Andrew – 3  
Habib, Deborah – 3  
Lagreze, Paul – 3  
Bergeron, Jennie – 2  
Dresdale, Abrah – 1

### ASL

Lacy-Limoges, Elizabeth – 22

### BIO

Devlin, Catherine – 12  
Sheldon, Lisa – 11  
Williams, Jennifer – 11  
Moeckel Cole, Stephanie – 7  
Walkowicz, Mitchell – 7  
Compton, Shannon – 6  
Malsch, Kathleen – 6  
Markush, Susan – 6  
Reiber, Anthony – 1

### BUS

Luippold, Brian – 34  
Simmons, Thom – 11  
Barthelemy, Michelle – 7  
Ineman, Dennis – 6  
Galbraith, Jeffrey – 6  
Stevens, Tina – 4  
Field, Martha – 4  
Wing, Sarah – 4  
Williams, Thomas – 2  
Johnson, Ted – 1  
Poulin, Stephen – 1

### CHE

Devlin, Catherine – 1

### CIS (DAT, some ADMs)

Wilkins, Doug – 33  
Lavoie, Joseph – 17

### CMN (incl. HUM153)

Ruiz, Lillian – 16

### CRJ

Lanoie, David – 16  
Palazzo, Paul – 8

### DAN

VanDyck, Margaret – 8  
Steinem, Kathleen – 4  
McLellan (Nims), Carolyn – 2

### ECO

Simmons, Thom – 15  
Field, Martha – 4

### EDU

Sartz, Carol – 25  
Spelman, Cindy – 4  
Becker, Joshua – 2

### EGR

Ehmann, Amy – 9  
Johnson, Ted – 8  
Reilly, Richard – 4  
Kocsmiersky, Michael – 1

### EGT (incl. SCI112)

Johnson, Ted – 7  
Ehmann, Amy – 4  
Gifford, Jeffrey – 2  
Reilly, Richard – 2

### EMS

Bascomb, Christopher – 17  
Chapman, Scott – 14  
Ruff, Monty – 14  
O'Brien, John – 13  
Sadoway, Solon – 11  
Mizula, Sandra – 10  
Sandler, Matthew – 9  
Owen, David – 8  
Smith, Zachary – 8  
McComb, Laurie – 4  
Hart, Adam – 3  
Stevenson, Justen – 3

### ENG

McLellan (Nims), Carolyn – 42  
O'Connell, William – 27  
Ruiz, Lillian – 23  
Walsh, Simon – 18  
Jones-Monahan, Aileen – 15  
Monahan, Christine – 15  
Poulin, Stephen – 13  
Barnes, Wendy – 11  
Goodale, Virginia – 11  
Williams, Maria – 11  
Hayes, Joanne – 10  
Kearns, Trevor – 10  
Cox, Lisa – 3

### ESL

Olin, Margaret – 12  
Carpenter, Cristen – 2

### EVS (HEC)

Korby, C. Walker – 15  
Dresdale, Abrah – 4  
Bergeron, Jennie – 3

### FRE

Steadman-Ball, Catharine – 3  
Cox, Lisa – 1

### FST

Greene, John – 3  
Bascomb, Christopher – 2

### GCC

Devlin, Catherine – 2  
Abraham, Solomon – 1  
Monahan, Christine – 1

### GGY

Lally, Michael – 8

### GWS (WST)

Monahan, Christine – 7  
Hayes, Joanne – 2

### HFW (incl. LED 156, 157, 162)

Roy, Stephen – 11

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**ADJUNCT FACULTY SENIORITY FOR 2019-2020 (continued)**

**HIS**

Cox, Lisa – 10  
Blagg, Timothy – 9  
Hayes, Joanne – 6  
O'Brien, Liam – 6  
Lund, John – 4

**HSC (incl. HUD127)**

Luzzi, Jan – 9  
Dodge, Jeanne – 8  
Mizula, Sandra – 6

**HSV**

Becker, Joshua – 3  
Harrison, Tom – 2  
Daube, Katharine – 1  
Sartz, Carol – 1

**HUD (except HUD127)**

Luzzi, Jan – 4  
McGowan, Suzanne – 3  
Harrison, Tom – 1

**HUM**

Ruiz, Lillian – 13  
Alvarez, Diana – 4  
Cox, Lisa – 1

**LAT**

Cox, Lisa – 11

**LED (except 156, 157, 162)**

Iverson, John – 7  
Travis, Erica – 7  
McLellan (Nims), Carolyn – 4  
Roy, Stephen – 2

**MAC**

Murphy, Mary Lisa – 6  
Markush, Susan – 3  
Tyminski, Claire – 3  
Alexander, Natalie – 2  
Creanza, Nicholas – 1  
Luzzi, Jan – 1

**MAT**

Beebe, Norman – 26  
Keenan, Phyllis – 16  
Abraham, Solomon – 12  
McGuigan, Robert – 10  
Howard, Cheryl – 9  
Ehmann, Amy – 9  
Worth, Caitlin – 9  
Barthelemy, Michelle – 8  
Brown, Elizabeth – 6  
Cavanaugh, Linda – 6  
Heinzman, Eric – 6  
Lucas, Shawn – 5  
Nager, Jodi – 5  
Bell-Upp, Dorinda – 4  
Rosnick, Peter – 4  
Kiprono, Festus – 3  
Reid, Sara – 3  
Johnson, Ted – 2  
Simmons, Thom – 2  
Reilly, Richard – 1

**MOM (some ADMs)**

Dodge, Jeanne – 8  
Tyminski, Claire – 2  
Creanza, Nicholas – 1

**MUS**

Heins, Margery – 18

**NUR**

Murphy, Mary Lisa – 12  
Sweeney, Susan – 9  
Alexander, Natalie – 6  
Kerner, Terri – 5  
Wanta, Paul – 4  
Zamojski, Melanie – 4  
Burek, Mia – 3  
Meunier, Laurie – 3  
Wahl, Virginia – 3

**PCS (SPE)**

Ruiz, Lillian – 19

**PHI**

Makinster, David – 15

**PHY**

Johnson, Ted – 7

**POL**

O'Meara, Robert – 12  
Gray, Carol – 6  
Lanoie, David – 2

**PSY**

Harrison, Tom – 20  
Becker, Joshua – 13  
Waskiewicz, Thomas – 5  
Wiley, Anne – 5  
Gagliardi, Christina – 3  
Spelman, Cindy – 3  
Markush, Susan – 1

**REE (incl. some SCI^)**

Benander, Lynn – 5  
Paulson, Beth – 5  
Kocsmiersky, Michael – 3

**SCI**

Johnson, Ted – 21  
Reiber, Anthony – 5  
Dresdale, Abrah – 3  
Paulson, Beth – 2

**SOC**

Daube, Katharine – 14  
Booxbaum, Ronnie – 11  
Kapitulik, Brian – 5  
Vouros, Greg – 1

**SPA**

Steadman-Ball, Catharine – 20  
Brewster, Vanessa – 5  
Maillo De Aguilera, Maria – 3

**THE**

Geha, Tom – 7  
Iverson, John – 2

^ SCI courses changed to REE include: SCI 110, 114, 116, 118, 121-136, 221, 227, 228

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## ARTICLE X – Appointment

(The full DCE Collective Bargaining Agreement can be found at [www.mccc-union.org/dce-contract-forms/](http://www.mccc-union.org/dce-contract-forms/).)

- 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). It is assumed that faculty who do not complete and submit the teaching availability form (DCEA) are not interested in teaching a course that semester.
- 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:
- the unit member receives an unsatisfactory evaluation;
  - if there are insufficient courses available within the work area of the unit member;
  - 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. If such course is canceled within seven (7) calendar days prior to the first scheduled class for the assigned course, the instructor shall receive two hundred and twenty-five dollars (\$225); provided however, there shall be only one cancellation fee paid for multiple sections of the same subject.
- 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.
- 10.09** Courses that are offered through a contract with an entity outside the College shall not be subject to this article. Whenever a course or courses is or are available to be taught by a unit member through an outside entity, the College shall provide a list of courses with the expected salary range, title of the course and the sponsoring outside entity to the local chapter president or designee at the College, and post a notice on the designated bulletin board(s) for DCE unit members. In cases where the College receives notice of less than ten (10) days, the posting requirement may be waived. All unit members may indicate their interest to the Dean of DCE or designee in teaching one or more of these courses.
- 10.10** At the end of every session, each College shall forward to the Association President, or designee thereof, a list of all outside entity courses as defined in Article I, including those credit courses not taught by unit members. The list shall include the names of the faculty, the titles of the courses, names of the sponsoring outside entity, salary and credit for each course offered.
- 10.11** The provisions of paragraphs 10.02 through and including 10.07 shall not apply to unit members teaching one student in a directed/independent study.
- 10.12** Tentative assignments will not be based on a willingness to teach the course under enrolled.
- 10.13** If a faculty member eligible for reappointment under Article 10.02 has taught more than one course in the fall and spring semester for a minimum of five (5) consecutive years at a Community College, he or she may anticipate continuing to receive a tentative appointment and assignment of a second course for the next semester at that College, subject to the needs of the College; provided that if the College seeks, for reasons other than low enrollment to appoint or assign only one course to such faculty member, the College shall provide advance notice as may be practical; provided further that any determination to assign only one course shall remain within the College's sole discretion and shall not be subject to the grievance process.