



OCTOBER 1, 2020

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

Set forth below is a listing of the status of CONGRESS 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>
Abell, Norman	Professor	Tenured	YES
Agolli, Urfi	Professional 16		
Ahern, Kathleen	Professional 19	Tenured	
Alston, Linda	Professional 17	Tenured	YES
Arboleda, Licella	Professional 19		
Austin, Julie	Professor	Tenured	YES
Baldassano, Vincent	Professor	Tenured	YES
Banks, Mary-Beth	Professional 16	Tenured	
Barlage III, Edward	Professional 16		YES
Becker, Jeff	Professional 16		
Bedoya-Rose, Claudia	Professor	Tenured	YES
Breaker, Michelle	Professor	Tenured	YES
Brown, Jennifer	Educational Assistant	N/A	YES
Bruno, Mark	Professor	Tenured	YES
Callaghan, John	Associate Professor	Tenured	YES
Cardinale, Veronica	Associate Professor	Tenured	YES
Carvalho-Rubino, Celia Maria	Educational Assistant	N/A	YES
Case, Cara	Professor	Tenured	
Cherry, B. Christine	Assistant Professor		YES
Chomicz, Ronald	Professional 18	Tenured	
Cifferelli, Michael	Professional 18	Tenured	YES
Cintron-Dickens, Jenny	Professional 14		YES
Cornell, Jaimie	Professional 17		YES
Cruz, Geishla	Assistant Professor		YES
Cull, Teresa	Assistant Professor		
Dancy, Victoria	Educational Assistant	N/A	YES
Degree, Todd	Professor	Tenured	YES
DeSisto, Genavave	Professional 17		YES
Doran, Marcia Swan	Professor	Tenured	YES
Douskey, Franz	Professor	Tenured	YES
Eckels, Andrea	Associate Professor		
Empric, Stacey	Educational Assistant	N/A	YES
Eskridge, Sandra	Professional 19	Tenured	YES
Evers, Nina	Educational Assistant	N/A	YES
Fahy, Thomas M.	Professor	Tenured	YES
Fanning, Amie	Professional 16		YES
Ferro, Dean	Professional 16	Tenured	YES
Finn, Gina	Professor	Tenured	YES

Fraser, Michelle	Professional 18	Tenured	YES
French, Jaime	Educational Assistant	N/A	YES
Fries, Stephen	Professor	Tenured	YES
Gales, Allen	Professional 16	Tenured	
Garcia III, Miguel	Professional 18		YES
Gaudioso Jr, Thomas	Educational Assistant	N/A	YES
Gebuza, Beata	Professor	Tenured	YES
Gentile, Christopher	Assistant Professor		YES
Hampton, Todd	Professional 18		YES
Higney, Brian	Professional 19	Tenured	
Hilton, Donnell	Educational Assistant	N/A	YES
Jacobi, Marilyn	Professor	Tenured	YES
Keefe, Elizabeth	Professor	Tenured	
Kos, Kaitlyn	Educational Assistant	N/A	YES
Kurachi Ube, Leonardo	Instructor		YES
Leake, Jennifer	Educational Assistant	N/A	YES
Lewis, Alfonzo	Professional 17	Tenured	YES
Li, Lorraine	Professor	Tenured	YES
Lickteig, Elaine	Professor	Tenured	
Lipowski, Martha	Professional 20	Tenured	
Lopez, Maribel	Professional 19	Tenured	
Louis, Robin	Educational Assistant	N/A	YES
Luglio, Rose	Professor	Tenured	YES
Lynch, Erika	Professional 18	Tenured	YES
Lynch, Mark	Professor	Tenured	YES
Macnow, Andrea	Professional 16	Tenured	
Madeux, Monica	Educational Assistant	N/A	YES
Maynard, Joseph	Associate Professor	Tenured	YES
McDowell, Jill	Professional 21	Tenured	YES
Melendez, Yomaira	Professional 13		YES
Mena, Clara	Professional 19		YES
Miklos, William	Professional 17	Tenured	
Moonesar, Caitlin	Assistant Professor		YES
Mullally, Bridget	Professional 17	Tenured	
Murphy, Kathleen H.	Professor	Tenured	YES
Murphy, Samantha	Professional 18	Tenured	
Murrell, Erik	Educational Assistant	N/A	YES
Okparanta, Stella	Professional 17	Tenured	YES
Osei, Sam	Associate Professor		
Palinko, Richard	Educational Assistant	N/A	YES
Palm, Lynette	Assistant Professor		YES
Pandolfi, Alice	Professional 18	Tenured	
Perez, Stephanie	Educational Assistant	N/A	YES
Perreault, Conor	Professional 18		YES
Perugini, Saverio	Professor	Tenured	YES
Petroka, Louise	Professor	Tenured	YES
Petrovic, Belinda	Professional 16		
Pilco Corona, Analia	Professional 13		YES

Poskus, Amy	Professional 18		YES
Raimondo, Deborah	Professor	Tenured	YES
Rajaniemi, Taylor	Educational Assistant	N/A	YES
Randall, Myra	Assistant Professor		YES
Randi, Andrew	Professor	Tenured	YES
Reyes, Gladis	Professional 16		
Richter, Angela	Professional 17	Tenured	YES
Rodrigues, Rose-Mary	Instructor		YES
Rosario, Annmarie	Professional 17	Tenured	YES
Russo, Eileen	Professor	Tenured	
Russo, Teresa	Professor	Tenured	YES
Rydene, Heidi	Professor	Tenured	YES
Sacal, George	Professional 16		YES
Sanford, Shannon	Assistant Professor		YES
Scott III, John	Professor	Tenured	YES
Serrantino, Susan	Professional 16	Tenured	
Sesanker, Colena	Assistant Professor		
Shabazz Williams, Basheer	Instructor		YES
Shea, Kim	Associate Professor	Tenured	
Shen, Tingkang	Professor	Tenured	YES
Solernou, Sheila	Professional 22	Tenured	
Spencer, Susan	Professor	Tenured	
Stewart, William	Professional 16		YES
Stom, Michele	Educational Assistant	N/A	YES
Tong, Vincent	Professional 21	Tenured	
Torelli, Leasa	Professional 13		YES
Tremblay, Robert	Professor	Tenured	YES
Valencia-Daye, Carmelita	Professor	Tenured	YES
Valentin, Sheri	Professor	Tenured	
Vega, Elizabeth	Professional 18	Tenured	YES
Viola, Jaye	Professor	Tenured	
Wagner, Kathleen	Assistant Professor		YES
Walker, Donald	Professor	Tenured	
Yang, Jianxin	Professional 18	Tenured	

### **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 22<sup>nd</sup>).**

It is recommended that the applicant review his/her professional file since evaluative material will be viewed by the committee. A tenured appointment normally will not be offered to a member of the bargaining unit until he/she will have, by September 1 of the year such appointment is to be effective, completed six (6) years of full-time employment by the Board at the same college, at least three (3) years of which must be in the current job function. Service as a lecturer or educational assistant shall not count toward the six- year requirement, unless the President of the Connecticut State Colleges and Universities determines that all or a portion of such service should count.

## TENURE COMMITTEE

A college-wide Tenure Committee shall be formed at each college consisting of four tenured bargaining unit members—two teaching members and two nonteaching members – elected by the bargaining unit members, and two members of the Administration selected by the President. The Tenure Committee shall review all evaluative material in the candidate's file generated since her/his original appointment to the college, and the recommendations of the supervisor.

**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)**.

Article XII, Section 3 of the collective bargaining agreement provides that Members are eligible to apply for promotion when they believe they've met the standards for promotion. Prior service on full-time special appointments, which the employer determines is similar, shall be credited. Eligibility for promotion of an administrator, counselor or librarian whose position has been reclassified pursuant to the Willis process will not affect your eligibility for promotion. **Fulfillment of the minimum formal requirements for promotion to a higher rank or grade, as established in Schedule B Minimum qualifications of the Collective Bargaining Agreement, shall determine eligibility for promotion, but shall not guarantee a right to promotion which shall remain within the sole discretion of the President. Faculty should be prepared to demonstrate that they meet the minimum qualifications for the next rank.**

**Non-permanent special appt 4C members are eligible for promotion as long as they have SEBAC job protection (hire date must be prior to 7/1/17). Promotion does not result in a permanent assignment.**

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. For the Congress bargaining unit, committee members shall be elected by the members of the bargaining unit consisting of tenured members of the bargaining unit, if possible, or if not possible, bargaining unit members who have completed at least three years of service. Members of the committee shall serve two-year terms. **The promotion application and all evaluative material in the applicant's file generated since her/his previous promotion or original appointment to the college, whichever is more recent, referred to herein as the promotion application file, shall be forwarded to the Promotion Committee.**

**Effective with the 2020/2021 process, balloting/voting process will not be conducted through HR. Please contact your Union Steward for the process moving forward.**

**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 15<sup>th</sup>** 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 unit(s). 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 standard appointments; and
- c) once in every FIVE years thereafter for those holding tenured appointments.
- d) **once a year for employees on Special Appointment (Non-Permanent Employees)**

This provision notwithstanding, the Board or its representative may initiate more frequent evaluation as appropriate. Required Performance 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. In no event shall Gateway Community College be held liable for the occurrence of any such errors. Please notify Human Resources with any discrepancies.*