



TACOMA COMMUNITY COLLEGE  
BOARD OF TRUSTEES

6501 South 19<sup>th</sup> Street  
Tacoma, WA 98466

TENURE MEETING  
Wednesday, March 21, 2018  
1:00 – 4:00 p.m.  
Board Room, Building 12

SPECIAL MEETING OF THE BOARD OF TRUSTEES  
March 21, 2018  
AGENDA

- |   |           |
|---|-----------|
| I. CALL TO ORDER  | Bob Ryan  |
| II. ADJOURN INTO EXECUTIVE SESSION REGARDING TENURE     | Bob Ryan  |
| III. RECONVENE INTO OPEN PUBLIC MEETING                 | Bob Ryan  |
| IV. BOARD ACTION AS A RESULT OF EXECUTIVE SESSION       | Bob Ryan  |
| A. First Year Faculty Advancing to Second Year          | Tod Treat |
| B. Second Year Faculty Advancing to Third Year          | Tod Treat |
| C. Third Year Faculty Advancing to Fourth Year          | Tod Treat |
| D. Third Year Faculty Advancing to Tenure Consideration | Tod Treat |
| VI. ADJOURNMENT   | Bob Ryan  |

Interpreters for people with hearing impairments and Braille or taped information for people with impairments can be provided. Please contact Kelly Maxfield, Office of the President at 6501 South 19<sup>th</sup> St., Tacoma WA 98466; Tel: 253/566-5169; Telephone Device for the Deaf TDD 253/566-5169; or e-mail: [kmaxfield@tacomacc.edu](mailto:kmaxfield@tacomacc.edu).

**TACOMA COMMUNITY COLLEGE**

**FIRST YEAR FACULTY TENURE**

**March 21, 2018**

**RECOMMENDATION**

I have carefully reviewed the recommendations and supporting documentation of the Faculty Tenure Review Committees for the first year faculty members and I concur with the recommendation of the Faculty Tenure Review Committee that the contracts for the following first-year faculty members be renewed for Academic Year 2018-19.

First-Year Faculty Members

Martin Hock, Computer Science

Yolanda Williams, Business

Sergio Hernandez, Cybersecurity

Teresa Marshall, Nursing



February 26, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending the following list of faculty for reappointment as year one probationers. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

Year one dossiers represent an initial assessment of probationer intentions towards excellence in teaching and of becoming an active and collegial professional in the college and larger communities. In addition to a focus on great teaching, year one probationers should be made aware of expectations regarding participation in committee work, advising, collegiality, service, and outreach as warranted by the particular program and discipline and feedback from the tenure committee. Particular emphasis in year one is placed on creating meaningful dialogue between tenure committees and the probationer. As such, tenure committees are focused on areas for improvement and identified strengths.

Each of the faculty below has met these important milestones, the tenure process has been followed and documented, and committee recommendations support continuation of employment to year two. Accordingly, I recommend that each of the faculty below be granted a second year by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

**MARTIN HOCK, COMPUTER SCIENCE**

**YOLANDA WILLIAMS, BUSINESS**

**SERGIO HERNANDEZ, CYBERSECURITY**

**TERESA MARSHALL, NURSING**

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Tod Treat', is written over a light blue horizontal line.

Tod Treat, PhD  
Executive Vice President for Academic and Student Affairs

**TACOMA COMMUNITY COLLEGE**  
**SECOND YEAR FACULTY TENURE**

**March 21, 2018**

**RECOMMENDATION**

I have carefully reviewed the recommendations and supporting documentation of the Faculty Tenure Review Committees for the second year faculty members and I concur with the recommendations of the Faculty Tenure Review Committees that the contracts for the following second year faculty members be renewed for Academic Year 2018-19.

**Second-Year Faculty Members**

Amber Mozeleski, Math  
Ivan Ramirez, Physics/Astronomy  
Jennifer Snoek-Brown, Librarian  
Katrina Taylor, Political Science  
Ken Cushman, Biology  
Matt Anderson, Education Transfer  
Polly Robinson, Communications  
Steve Simpson, Networking/Cybersecurity  
Steven Johns, Communications  
Joanne Iverson, Nursing  
Paul Landry, Paralegal  
Sheri Gietzen, Communications  
Sopang Men, Communications  
Delilah Bruskas, Nursing



February 26, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending the following list of faculty for reappointment as year two probationers. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

Year two dossiers should provide evidence of progress towards excellence in teaching and of being an active participant in the college and larger communities. In addition to a focus on great teaching, year two faculty should demonstrate participation in committee work, advising, collegiality, service, and outreach as warranted by the particular program and discipline and feedback from the tenure committee. Particular emphasis in year two is placed on meaningful improvements in areas of opportunity from year one as documented by the tenure committees. Each of the faculty below has met these important milestones, the tenure process has been followed and documented, and committee recommendations support continuation of employment to year three. Accordingly, I recommend that each of the faculty below be granted a third year by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

**AMBER MOZELESKI, MATH**

**IVAN RAMIREZ, PHYSICS/ASTRONOMY**

**JENNIFER SNOEK-BROWN, LIBRARIAN**

**KATRINA TAYLOR, POLITICAL SCIENCE**

**KEN CUSHMAN, BIOLOGY**

**MATT ANDERSON, EDUCATION TRANSFER**

**POLLY ROBINSON, COMMUNICATIONS**

**STEVE SIMPSON, NETWORKING/CYBERSECURITY**

**STEVEN JOHNS, COMMUNICATIONS**

**JOANNE IVERSON, NURSING**

**PAUL LANDRY, PARALEGAL**

**SHERI GIETZEN, COMMUNICATIONS**

**SOPANG MEN, COMMUNICATIONS**

**DELILAH BRUSKAS, NURSING**

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Tod Treat'.

Tod Treat, PhD  
Executive Vice President for Academic and Student Affairs  
Tacoma Community College

**TACOMA COMMUNITY COLLEGE**

**FOURTH YEAR FACULTY TENURE**

**March 21, 2018**

**RECOMMENDATION**

I have carefully reviewed the recommendation and supporting documentation of the Faculty Tenure Review Committee for the fourth year faculty member and I concur with the recommendation of the Faculty Tenure Review Committee that the contract for the following fourth year faculty member be renewed for Academic Year 2018-19.

**Fourth-Year Faculty Member**

Lee Sledd, Communication and Transitional Studies

Sledd Year Three Recommendation  
February 26, 2018

Presidents Chikwinya and Ryberg,

Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))." I hereby recommend that Professor Lee Sledd be granted a contract for Year 3 at Tacoma Community College with an extended probationary period of one academic year.

I have reviewed Professor Sledd's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

In the dossier, I find strong support to recommend issuance of a fourth contract as part of an extended probationary period for the 2018 - 2019 academic year. This recommendation is supported by the committee chair and the instructional administrator and represents fulfillment of the RCW 28B.50.850 and section 12.14 of the Faculty Negotiated Agreement. This recommendation comes with written acceptance by the probationer, consistent with statute. The statute is clear that an offer of a fourth year as part of the probationary period *be based on [the Tenure Review Committee's] belief that the probationary faculty member needs additional time to complete satisfactorily a professional improvement plan already in progress and in the committee's further belief that the probationary faculty member will complete the plan satisfactorily.* Such a plan has been developed collaboratively with the probationer and the committee in advance of Board consideration.

The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Sledd to be granted an extended probationary period that will conclude with Board consideration of tenure in the fourth year at the 2019 Board of Trustees' Tenure Meeting.

Respectfully submitted,



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**TACOMA COMMUNITY COLLEGE**

**THIRD YEAR FACULTY TENURE**

**March 21, 2018**

**RECOMMENDATION**

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Rob Olsen**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Anna Cunningham**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Megan Arzola**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Alisa Ulferts**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Emilie Coates-White**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Latoya Reid**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Nigeria Bell**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Steffi Schrepfer**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Judy Loveless-Morris**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Lia Felizardo**.

I have carefully reviewed the recommendation of the Faculty Tenure Review Committee, and I concur with its recommendation that the Board of Trustees grant tenure to third-year faculty member **Joshua Wright**.



<b>TIME</b>	<b>TACOMA COMMUNITY COLLEGE Board of Trustees - Tenure March 21, 2018</b>
1:00 – 1:05 p.m.	<b>Call to Order; Adjourn into Executive Session</b>
1:05 – 1:10 p.m.	<b>Year One and Two Probationers – Dr. Tod Treat</b>
1:10 – 1:20 p.m.	<b>Rob Olsen, Business &amp; Logistics Program, Probationer</b> Steve Brown, Chair Krista Fox, Dean
1:20 – 1:30 p.m.	<b>Anna Cunningham, Biology, Probationer</b> Kristen Harrison, Chair Joe Shannon, Dean
1:30 - 1:40 p.m.	<b>Megan Arzola, Nursing, Probationer</b> Richard Wakefield, Chair Julie Benson, Dean
1:40 – 1:50 p.m.	<b>Alisa Ulferts, Developmental Studies, Probationer</b> Blaine Hunt, Chair Kim Ward, Dean
1:50 – 2:00 p.m.	<b>Emilie Coates-White, English for Academic Purposes, Probationer</b> Barb Peterson, Chair Kim Ward, Dean
2:00 - 2:10 p.m.	<b>Latoya Reid, Developmental Studies, Probationer</b> Sabine Endicott, Chair Kim Ward, Dean
2:10 – 2:25 p.m.	<b>BREAK</b>
2:25 – 2:35 p.m.	<b>Nigeria Bell, Counseling, Probationer</b> Kathy Brown, Chair Shema Hanebutte, Dean
2:35 – 2:45 p.m.	<b>Steffi Schrepfer, Psychology, Probationer</b> Brian Duchin, Chair Yvonne Unnold, Dean
2:45 – 2:55 p.m.	<b>Judy Loveless-Morris, Sociology, Probationer</b> Andrew Cho, Chair Yvonne Unnold, Dean
2:55 – 3:05 p.m.	<b>Lia Felizardo, Diagnostic Medical Sonography, Probationer</b> Shea Bower, Chair Krista Fox, Dean
3:05 – 3:15 p.m.	<b>Joshua Wright, Emergency Medical Services, Probationer</b> Melissa Stoddard, Chair Krista Fox, Dean
3:15 – 3:25 p.m.	<b>Board Discussion</b>
3:30 – 3:50 p.m.	<b>Reconvene to Open Public Meeting – Board Action on Tenure</b>
3:50 p.m.	<b>Adjourn</b>



Olsen Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Robert Olsen for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Olsen's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Olsen to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

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Cunningham Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Anna Cunningham for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Cunningham's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Cunningham to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

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Arzola Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Megan Arzola for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Arzola's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Arzola to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

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Ulferts Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Alisa Ulferts for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Ulferts's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Ulferts to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

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Coates-White Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Emilie Coates-White for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Coates-White's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Coates-White to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

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Reid Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Latoya Reid for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Reid's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Reid to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

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Tod Treat, PhD  
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Bell Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Nigeria Bell for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2)."

I have reviewed Professor Bell's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Bell to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

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Schrepfer Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Steffi Schrepfer for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2)."

I have reviewed Professor Schrepfer's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Schrepfer to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Tod Treat', is written over a horizontal line.

Tod Treat, PhD  
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Loveless-Morris Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Judy Loveless-Morris for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Loveless-Morris's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Loveless-Morris to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

A handwritten signature in blue ink, appearing to be 'T. Treat', written over a light blue horizontal line.

Tod Treat, PhD  
Executive Vice President for Academic and Student Affairs  
Tacoma Community College  
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Felizardo Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Lia Felizardo for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Felizardo's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Felizardo to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Tod Treat', is written above the typed name.

Tod Treat, PhD  
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Wright Year Three Recommendation  
February 28, 2018

Presidents Chikwinya and Ryberg,

I have the great pleasure of recommending Professor Joshua Wright for Tenure at Tacoma Community College. Consistent with the 2017-2020 Faculty Negotiated Agreement, Section 12, TCC has a defined procedure for establishing tenure for probationary academic employees. Tenure protects academic employee appointment rights and is "granted to probationary academic employees of such character and scholarly ability that the College, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers (2017-2020 Negotiated Agreement 12.11(2))."

I have reviewed Professor Wright's dossier to ensure that both the provisions of Section 12 of the Negotiated Agreement and the Guidelines for Tenure Review (*Updated 2014*) have been met. Specifically, I have reviewed the Tenure Review Committee's documentation of (1) Classroom observations, (2) Student evaluations, (3) Assessment of the probationer's contributions to the department, program, division, and the institution by the department or program, division heads, and other full-time academic employees and (4) Probationer Self-evaluation. Consistent with the Guidelines for Tenure, I have ensured that feedback from the department chair is addressed in the annual administrator's report.

The dossier provides evidence of excellence in teaching, committee work, advising, collegiality, service, and outreach commiserate with an expectation of excellence in teaching and of being an active participant in the college and larger communities. The tenure process has been followed and documented and evidence exists to support both the committee and the instructional administrator's strong support for Professor Wright to be tenured. Accordingly, I recommend approval of tenure by the Board of Trustees at the 2018 Board of Trustees' Tenure Meeting.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Tod Treat', is written over a horizontal line.

Tod Treat, PhD  
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