



State of Rhode Island and Providence Plantations
Council on Postsecondary Education
OFFICE OF THE POSTSECONDARY COMMISSIONER
560 Jefferson Boulevard Suite 100
Warwick, Rhode Island 02886-1304

Enclosure 8c
April 27, 2016

Barbara S. Cottam
Chair

TO: Members of the Council on Postsecondary Education

**Council on Elementary and
Secondary Education**

FROM: Jim Purcell, Ed.D, Commissioner for Postsecondary Education

Daniel P. McConaghy
Chair

DATE: April 20, 2016

Amy Beretta, Esq.

RE: **Approval of Faculty Tenure at the Community College of Rhode
Island.**

Colleen A. Callahan, Ed.D.

Background

Karin Forbes

President Meghan Hughes is requesting approval for the granting of tenure to the faculty members who have met the requirements for tenure at the Community College of Rhode Island which will be effective January 1, 2016 and July 1, 2016.

Jo Eva Gaines

Marta V. Martinez

Lawrence Purtill

Background information on these individuals is attached for your reference and consideration at the April 27, 2016, meeting of the Council on Postsecondary Education.

Joyce L. Stevos, Ph.D.

Accordingly, I recommend:

**Council on Postsecondary
Education**

**THAT the Council on Postsecondary Education approves the awarding
of tenure to:**

William Foulkes
Chair

Effective January 1, 2016

Michael Bernstein

Dennis Duffy, Esq.

Lori Martone-Roberts-Associate Professor

The Honorable Thomas Izzo

Effective July 1, 2016

Judy Ouellette

H. Allethnaire Cullen, RN, MS - Assistant Professor

Kerry I. Rafanelli, Esq.

Melinda Duquette - Assistant Professor

John J. Smith, Jr.

Mark Hartshorn - Assistant Professor

Beth O'Leary Anish - Assistant Professor

Dr. Jeffery A. Williams

Regina Traficante - Assistant Professor

Gerald Williams - Assistant Professor

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COMMUNITY COLLEGE
OF RHODE ISLAND

OFFICE OF THE PRESIDENT

TO: James Purcell, Ed.D., Commissioner
Office of the Rhode Island Postsecondary
Education Commissioner

DATE: April 18, 2016

FROM: Meghan Hughes, President

RE: Faculty **Tenure – Spring Hire**, Effective **January 1, 2016**
Faculty **Tenure – Fall Hires**, Effective **July 1, 2016**

The following faculty member is eligible for tenure and has met the criteria identified in the CBA between RIBGHE & NEA/CCRIFA: Article X.B. If approved, tenure status will become effective January 1, 2016:

Lori Martone-Roberts - Associate Professor

The following faculty members are eligible for tenure and have met the criteria identified in the CBA between RIBGHE & NEA/CCRIFA: Article X.B. If approved, tenure status will become effective July 1, 2016:

H. Allethnaire Cullen, RN, MS – Assistant Professor

Melinda Duquette – Assistant Professor

Mark Hartshorn – Assistant Professor

Beth O'Leary Anish – Assistant Professor

Regina Traficante – Assistant Professor

Gerald Williams – Assistant Professor

Knight Campus

400 East Avenue, Warwick, RI 02886-1807 P: 401.825.2142 F: 401.825.2265



COMMUNITY COLLEGE
OF RHODE ISLAND

OFFICE OF THE PRESIDENT

TO: James Purcell, Ed.D., Commissioner
Office of the Rhode Island Postsecondary
Education Commissioner

DATE: April 18, 2016

FROM: Meghan Hughes, President

RE: Faculty Tenure – Spring Hire
Effective January 1, 2016

The following faculty member is eligible for tenure and has met the criteria identified in the CBA between RIBGHE & NEA/CCRIFA: Article X.B. If approved, tenure status will become effective January 1, 2016:

Faculty Name	Lori Martone-Roberts
Present Rank	Associate Professor
Department	Nursing
Date of Hire	February, 2009

Education:

Degree Earned	Institution	Graduation Year
Bachelor of Science in Nursing	Rhode Island College	1998
Master of Science in Nursing	Saint Joseph College of Maine	2008

Selected Prior Experience:

Month/Year Employed	Institution/Business	Position Held
2007-Present	Sturdy Memorial Hospital	Staff Nurse
2005-2007	Landmark Medical Center	Outreach/Chemotherapy Coordinator
2003-2005	Hudner Oncology Center	Staff Nurse
2001-2003	Memorial Hospital	Assistant Clinical Nurse Manager

Knight Campus

400 East Avenue, Warwick, RI 02886-1807 P: 401.825.2142 F: 401.825.2265

Teaching Effectiveness:

Ms. Martone-Roberts demonstrates teaching effectiveness through her consistently positive student evaluations. Student evaluations from classroom and clinical are included which support this. Some examples include: "She made it easy to learn/remember things by using examples from her work experience," "We need more engaging, intelligent, and caring Professors," and "I would recommend her to other students."

Faculty peer evaluations are also positive.

Productive Scholarship:

Ms. Martone-Roberts recently completed a three (3) credit graduate level course in the area of simulation in healthcare. She is working with the Simulation Coordinator, Scott Marcotte to implement simulation in the Nursing Program. She is also assisting with the implementation of i-Pad technology in Nursing 1020. Another example of productive scholarship includes the completion of over 150 hours of continuing education credits.

Committee Participation at CCRI:

Ms. Martone-Roberts is a member of the Outcomes committee and she is responsible to assist with Program evaluation. Professor Martone-Roberts is assisting the Nursing Department with the implementation of Simulation into the curriculum, developing policies, assisting with set up of the Simulation center.

Professional Activity:

CPR, Phlebotomy, Chemotherapy certification held.

Successful completion of National Teacher's Exam

Oncology Certified Nurse

Professional Memberships:

Oncology Nursing Society
Sigma Theta Tau
American Nurses Association
Rhode Island State Nurses Association
Pilot Study Review for Oncology Nursing Society

Dean's Recommendation:

I concur with the Chair's recommendation

I do not concur with the Chair's recommendation for the following reasons:

APPROVALS:

Signature and date on file

Jeanne S McColl, M.S.N., R.N., C.N.E.
Dean of Nursing

Signature and date on file

Hilary Jansson, Ph.D.
Dean of Nursing

Rosemary Costigan

Rosemary Costigan, Ph.D., R.N.
Interim Vice President of Academic Affairs

4/13/16

Date

Meghan Hughes

Meghan Hughes, President

4.18.16

Date



COMMUNITY COLLEGE
OF RHODE ISLAND

OFFICE OF THE PRESIDENT

TO: James Purcell, Ed.D., Commissioner
Office of the Rhode Island Postsecondary
Education Commissioner

DATE: March 29, 2016

FROM: Meghan Hughes, President

RE: Faculty Tenure – Fall Hires
Effective July 1, 2016

The following faculty member is eligible for tenure and has met the criteria identified in the CBA between RIBGHE & NEA/CCRIFA: Article X.B. If approved, tenure status will become effective July 1, 2016:

Faculty Name	H. Allethaire Cullen, RN, MS
Present Rank	Assistant Professor
Department	Nursing
Date of Hire	07/30/2007

Education:

Degree Earned	Institution	Graduation Year
M.S.N.	Pace University, Graduate Division of Nursing	1981
B.A. English & American Literature	Brown University	1977

Selected Prior Experience:

Month/Year Employed	Institution/Business	Position Held
2006 - 2007	Kent Hospital	Manager Community Outreach Dept.
1996 - 2006	Kent Hospital	Education Specialist – Community Outreach

Teaching Effectiveness:

Professor Cullen teaches NURS 1020. In addition, she has taught HEAL 1000 and HEAL 1060. She has received excellent peer and student evaluations. She is respected by both her peers and her students. She consistently scores high in all evaluation categories by her students. She provides appropriate clinical experiences for her students in order to assist the students to meet the clinical objectives. Department Chairperson reviews have also been positive.

Knight Campus

Productive Scholarship:

Professor Cullen remains current in the field through continuing education programs that meet and exceed the requirements for licensure in the State of Rhode Island. The majority of these continuing education credits focus on Professor Cullen's area of expertise, Neuroscience Nursing. She has authored several journal publications. The latest one was in 2011 when she coauthored an article entitled 'Improving practice through reflection

Committee Participation at CCRI:

Professor Cullen is an active participant on several committees over the past several years. These have included: monthly departmental faculty meetings, NURS 1020 Faculty Meetings, Nursing Department Student Affairs Committee, and Scholastic Standing Committee.

Professor Cullen participated in the Rhode Island Nursing Educational Redesign (Gap Analysis) Project

Professor Cullen established the Gamma Lambda Chapter of the Alpha Delta Nu Nursing Honor Society at the Community College of Rhode Island. This was the first honor society introduced at the college to recognize nursing students. She facilitates this group and provides mentoring for community project that focuses on scholarship.

Professional Activity:

Past Treasurer of the Sigma Theta Tau, Nursing Honor Society.
Continuing education in the field of Nursing Education
Advanced Cardiac Life Support Instructor

Professional Memberships:

National League for Nursing
Sigma Theta Tau
American Association of Neuroscience Nurses
National Association of Christian Chaplains

Dean's Recommendation:

I concur with the Chair's recommendation

I do not concur with the Chair's recommendation for the following reasons:

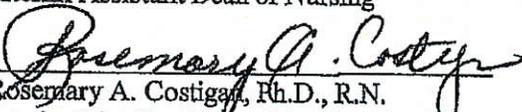
APPROVALS:

Signature and date on file

Jeanne McColl
Department Chair, Nursing I

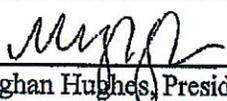
Signature and date on file

Hilary Jansson, Ph.D.
Interim Assistant Dean of Nursing


Rosemary A. Costigan, Ph.D., R.N.
Interim Vice President of Academic Affairs

3/30/16

Date


Meghan Hughes, President

4/6/16

Date

Faculty Name	Melinda Duquette
Present Rank	Assistant Professor
Department	Math
Date of Hire	12/2008

Education:

Degree Earned	Institution	Year Graduated
M.A. Mathematics	Rhode Island College	2008
B.A. Math and Psychology	Rhode Island College	2006

Selected Prior Experience:

Month/Year Employed	Institution/Business	Position Held
2007 - 2008	Rhode Island College	Teaching Assistant

Teaching Effectiveness:

Professor Duquette presents ample, substantive evidence of teaching effectiveness, beginning with SRIs that average over 95%. Melinda Duquette's SRI scores have improved every semester since she began at CCRI, and this is due in no small part to her willingness to respond to students' comments about her teaching and to alter her praxis. Her clear, concise syllabuses are models of efficiency, listing all required syllabus elements while not overwhelming students. She uses MyMathLab for homework assignments, and she also maintains a strong online presence, which allows her students to ask questions immediately rather than wait, say, for homework to be returned a week later. This allows students to adjust and rectify errors as they engage the material. Melinda has included a number of emails between herself and a student, which demonstrates just how tuned in she is to students' needs. She has taught a full range of math courses, 11 in total, and worked in the math labs at three

campuses. Examples of student work show an instructor committed to helping students and her many letters of recommendation attest to her ease with students within the classroom. Her sample lesson plan shows that she carefully considers each moment she spends in class, and it also demonstrates how her planning leads to student success.

Productive Scholarship:

Melinda Duquette has completed forty credits beyond the Master's Degree, in various fields, including Math, Physics, and Computing. She spend a year's leave at the University of New Hampshire where she took courses in Mathematical Physics, High-Performance Computing, Physics Research, as well as math courses in Ordinary and Partial Differential Equations in the Integrated Applied Mathematics program. In addition, she also served as a teaching assistant in the Physics Department. The letter of recommendation from her instructor and advisor details the rigor with which Melinda approached fields outside of her major area of scholarship. In fact, as Professor Mattingly points out, students like Melinda who came from a math background were forced to either drop the course or did poorly; Melinda, on the other hand, excelled. As he said, "If you decide against tenure and promotion, please let us know--we'll take her back in a heartbeat." Indeed, Melinda was offered the opportunity to finish her Ph.D. at UNH.

Committee Participation at CCRI:

During her time at CCRI, Melinda has served on the Liberal Arts Committee, volunteered for three Math Department Search Committees in 2010, 2011, and 2012, and been a member Student Disciplinary Committee at the Newport Campus since 2012. In addition, she has served on a Developmental Math Pilot Committee and the NEBHE Committee that investigated the viability of using Khan Academy instruction and materials in developmental courses.

Professional Memberships

American Mathematics Association

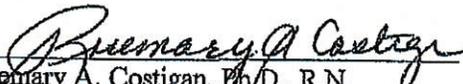
Dean's Recommendation:

- I concur with the Chair's recommendation
 I do not concur with the Chair's recommendation for the following reasons:

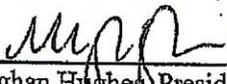
APPROVALS:

Signature and date on file
Ed Madonna
Chairperson, Math Department

Signature and date on file
John Cole
Interim Dean of Arts, Humanities and Social Sciences


Rosemary A. Costigan, Ph.D., R.N.
Interim Vice President of Academic Affairs

3/30/2016
Date


Meghan Hughes, President

4-6-16
Date

Faculty Name	Mark Hartshorn
Present Rank	Assistant Professor
Department	Art
Date of Hire	6/2010

Education:

Degree Earned	Institution	Year Graduated
M.F.A.	Art Institute of Boston-Lesley University	2008
B.F.A.	Art Institute of Boston	1992

Selected Prior Experience:

Month/Year Employed	Institution/Business	Position Held
2001 - 2003	Gearon-Hoffman Advertising	
	Paratore/Hartshorn Communication	

Teaching Effectiveness:

Mark Hartshorn teaches a variety of courses, including Graphic Design 1 & 2, Visual Web Design, 4D Design, and Drawing 1. Syllabuses are clear, well-designed (as befitting a graphic designer), and include all recommended syllabus elements and department learning outcomes. Assignments for individual courses reflect the instructor's clarity, provide precise directions, and offer multiple examples. Mark has submitted student work that demonstrates students understand the objectives of each project. Student Rating of Instruction averages of 90% for all courses, and Chair and Peer evaluations, which are done with considerable rigor, are uniformly excellent. His students have also gone on to design the winning entry for the RI Council of Higher Education as well as graphic designs for other venues.

Productive Scholarship:

Mark Hartshorn stays current in the field of Graphic Design through reading trade journals and professional graphic design sites, as well as regular conference attendance, including those conferences offered by the College Art Association and NASAD among others. Mark continues to update his skills by participating in live and online tutorials for the various software programs used in Graphic Design and other courses that incorporate digital components.

Committee Participation at CCRI:

Mark serves as the Art Department representative on the Academic Advisory Committee, as well as the Art Department's Marketing and Digital Committees. In addition, he has worked on the department's NASAD accreditation process helping to prepare an assessment tool. Mark has also his efforts to various New Media courses offered by the Art, Communication, and Computer Studies Departments.

Professional Activity:

Mark Hartshorn is a working graphic designer; his company, HK Design, provides graphic, editorial, identity, and web services for print and web-based publications. Mark has also exhibited at the Watertown Center for the Arts in 2015, the annual CCRI Faculty Shows, and with the Printmakers of Cape Cod.

Professional Memberships

American Mathematics Association

Dean's Recommendation:

I concur with the Chair's recommendation

I do not concur with the Chair's recommendation for the following reasons:

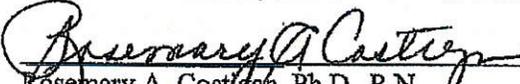
APPROVALS:

Signature and date on file

Yvonne Leonard
Chairperson, Art Department

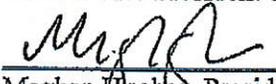
Signature and date on file

John Cole
Interim Dean of Arts, Humanities and Social Sciences


Rosemary A. Costigan, Ph.D., R.N.
Interim Vice President of Academic Affairs

3/30/2016

Date


Meghan Hughes, President

4.6.16

Date

Faculty Name	Beth O'Leary Anish
Present Rank	Assistant Professor
Department	English
Date of Hire	6/2010

Education:

Degree Earned	Institution	Year Graduated
M.A.	Fitchburg State College	2002
M.A.	Boston College	1997
B.A.	Boston College	1995

Teaching Effectiveness:

Beth Anish is a remarkable instructor whose SRIs average over 97%; in addition, Beth has received superlative peer and chair evaluations during her first six years at CCRI. Each syllabus is carefully arranged and includes all recommended syllabus elements. Beth has submitted various assignments and numerous examples of student work as part of her portfolio. Her assignments are thoughtfully and carefully prepared, and examples of student work demonstrate how well students respond to those assignments and how well the instructor responds to student work. In addition to face-to-face writing and literature courses, Beth also works equally well online, and her preparation and thoroughness ensure students are actively engaged with the content and the learning experience. With her background in student advising, Beth Anish effectively engages students in a total and rigorous college learning experience.

Productive Scholarship:

Beth Anish is currently writing her dissertation on the Irish-American diaspora at the University of Rhode Island, and she expects to be awarded her Ph.D. in 2016. In addition to her dissertation work, Beth has presented at various conferences in the United States and abroad, in particular at the American Conference for Irish Studies regional, national, and international conferences. Beth has also been an invited speaker on numerous occasions, both at CCRI and elsewhere. Beth also serves as an external reader for the New Hibernia Review

Committee Participation at CCRI:

Beth Anish has contributed significantly to numerous department and college-wide committees. Beth has been a member of several department search committees, one of which she chaired, an always arduous task given the nearly two hundred applications received for each position. She also serves on the College's 5K Committee and the Distance Learning Advisory Committee. Beth also contributed to the Multi-State Collaborative Pilot Project.

Professional Activity:

Besides frequent conference presentations, Beth Anish was also the organizer for the New England regional American Conference for Irish Studies Conference that was held at CCRI in November, 2013. The conference brought in top speakers from around the region and, much to our delight, showcased CCRI as an institution for all attendees. In addition, Beth has brought in speakers such as Dr. Don Deignan of the Rhode Island Irish Famine Memorial Association and Michael Patrick MacDonald, the author of the English Department's selected reading, All Souls, who spoke on two occasions to enthusiastic audiences. Beth is also a member at large of the New England Regional ACIS board

Professional Memberships

American Conference for Irish Studies
Northeast Popular/American Culture Association
US Association for Commonwealth Language and Literature Studies

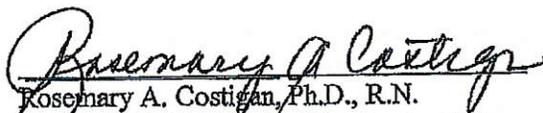
Dean's Recommendation:

- I concur with the Chair's recommendation
 I do not concur with the Chair's recommendation for the following reasons:

APPROVALS:

Signature and date on file
Geraldine Levitre
Chairperson, English

Signature and date on file
John Cole
Interim Dean of Arts, Humanities and Social Sciences


Rosemary A. Costigan, Ph.D., R.N.
Interim Vice President of Academic Affairs

3/30/2016
Date


Meghan Hughes, President

4.6.16
Date

Faculty Name	Regina Trafficante
Present Rank	Assistant Professor
Department	Psychology
Date of Hire	6/23/2009

Education:

Degree Earned	Institution	Year Graduated
B.A.	University of Rhode Island	1992
M.A.	Rhode Island College	1995
Ph.D.	Salve Regina University	2005

Teaching Effectiveness:

Professor Trafficante has received excellent and thorough chair and peer evaluations, and her SRIs average between 92-97% for all courses taught, including General Psychology, Personal Adjustment, Behavioral Modification, and Psychology of the Workplace, both face-to-face and online versions. Regina developed the online version of Psychology of the Workplace at the request of the Occupational Therapy Department. She makes herself available to students, holding office hours, both online and in person, in excess of the contractually required six hours per week. Her assignments for all classes reveal a thoughtful, carefully planned approach, and she gives supportive feedback to students. It is evident from the student work submitted that her students engage the assignments with intellectual curiosity and exhibit a mastery of course content.

Productive Scholarship:

Dr. Trafficante has been an active researcher at Miriam Hospital's Center for Behavioral and Preventive Medicine since beginning as full time faculty. This work has resulted in numerous publications in professional journals as well as multiple conference presentations. In addition, Regina has become proficient in three online platforms, Blackboard, Launchpad, and Connect, and with her expertise, she has assisted other faculty as the department expands its online course offerings.

Committee Participation at CCRI:

Regina Trafficante has served on three department search committees, never any small investment of time, the Knight Campus Textbook Committee, the General Psychology Curriculum Update Committee, the Uber-Testa Psychology Award Committee. Regina also serves as the department's adviser to the Psychology Honor Society, The Psychology Club, and department adjuncts.

Professional Activity:

Regina presented on using technology to prevent substance abuse at a conference for Psychologists in Academic Health Centers in Boston, and the Association of Behavioral and Cognitive Therapies in Toronto in 2011, as well as the Society for Behavioral Medicine in New Orleans in 2012 and Philadelphia in 2014.

Dean's Recommendation:

I concur with the Chair's recommendation

I do not concur with the Chair's recommendation for the following reasons:

APPROVALS:

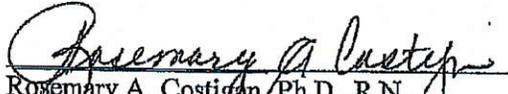
Signature and date on file _____

Ray Killduff

Chairperson, Psychology

Signature and date on file

John Cole
Interim Dean of Arts, Humanities and Social Sciences


Rosemary A. Costigan, Ph.D., R.N.
Interim Vice President of Academic Affairs

3/30/2016
Date


Meghan Hughes, President

4-6-16
Date

Faculty Name	Gerald Williams
Present Rank	Assistant Professor
Department	Psychology
Date of Hire	6/21/2009

Education:

Degree Earned	Institution	Year Graduated
B.A.	Rhode Island College	1976
M.A.	Rhode Island College	1980
M.Ed.	Harvard University	1991
Ed. D.	Harvard University	1999

Teaching Effectiveness:

Dr. Gerald Williams has submitted a complete portfolio and narrative that effectively documents his teaching effectiveness and his thorough understanding of pedagogy. At both our Liston and Flanagan Campuses, Gerry Williams has taught General Psychology, Abnormal Psychology, Personal Adjustment, and Career Information Seminar. He revised the last after noting that the course had drifted away from Department outcomes. His student evaluations average around 90%, especially impressive given the rigor of the courses. His syllabuses are clear, organized, and include Department learning outcomes and all suggested syllabus components. Gerry has effectively revised course content and structure after consulting with his colleagues and Chair. In addition, it's evident that Dr. Williams not only delivers course material, but he has a deep understanding of how our students learn. His classroom handouts address both how to be a student and how to develop the skills to understand course content. For example, Gerry addresses reading techniques using the SQ3R method. Beyond classroom teaching, Gerry effectively mentors our students, spending much more than the required six office hours per week welcoming students. He creates a safe, comfortable, participatory classroom setting, and this is evidenced by student responses to his teaching. In particular, one student whose paper dealt with PTSD asked to read the paper to the class. Such student participation is the result of attentive, effective teaching and course design.

Productive Scholarship:

Dr. Williams has attended various conference and online webinars, including the New England Psychology Association Fall, 2015 conference. In addition, Dr. Williams has lectured on careers in Psychology, teaching psychology, and the student/professor dynamic at Moses Brown, the Worcester Academy, and the Brewster Academy.

Committee Participation at CCRI:

Gerry Williams has participated at all of CCRI's Professional Development Days since being hired in 2009. He has become certified in Launchpad and uses this online platform in his traditional face-to-face classes. Also, Gerry is an active member of Psychology Teachers at Community Colleges, which further enhances his already adept classroom praxis.

Professional Activity:

Gerry Williams has participated at all of CCRI's Professional Development Days since being hired in 2009. He has become certified in Launchpad and uses this online platform in his traditional face-to-face classes. Also, Gerry is an active member of Psychology Teachers at Community Colleges, which further enhances his already adept classroom praxis.

Dean's Recommendation:

- I concur with the Chair's recommendation
- I do not concur with the Chair's recommendation for the following reasons:

APPROVALS:

Signature and date on file

Ray Kilduff
Chairperson, Psychology

Signature and date on file

John Cole
Interim Dean of Arts, Humanities and Social Sciences

Rosemary A. Costigan
Rosemary A. Costigan, Ph.D., R.N.
Interim Vice President of Academic Affairs

3/30/2016
Date

Meghan Hughes
Meghan Hughes, President

4.6.16
Date