

Tenure and the Tenure Process at LPC

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What is Tenure?

- “Tenure” means what?
- What is the purpose of tenure?
- What are the benefits of tenure?
- What are the arguments against tenure?

What is Tenure?

- California Ed. Code defines 3 types of community college faculty:
 - Temporary
 - Contract
 - Regular
- Besides Ed. Code, Board Policy (AP 7215), and the FA Contract (Article 14) all establish the meaning of, the process for earning, and the benefits of tenure.

Tenure Process Overview

“The mutual goal of the District administration and faculty is to hire qualified, diverse Faculty who are expert in their subject areas, skilled in their professional responsibilities, and sensitive to equal employment guidelines and community diversity. Through an ongoing evaluation process, the decision to grant tenure generally occurs at the end of the fourth Academic Year for a Probationary Faculty unit member. In the normal process, the Tenure Committees, comprised of Faculty peers and Administrators, recommend to the Board of Trustees the appropriate Faculty for tenure.” (Article 14.A)

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Faculty Standards

To become tenured, a faculty member is expected to meet each of the Faculty Standards as defined in the FA contract:

- Excellence in Working with Students
- Collegial Participation
- Professional and Personal Enrichment
- Professional Responsibilities

Faculty Standards

- How does the Tenure Committee & Administration know whether or not a faculty member is meeting the Faculty Standards?

Guiding Principles of Tenure Process

- Non Discrimination
- Use of Anonymous Materials is Prohibited (with one exception)
 - Can you guess the exception?
- Process is clearly defined and strictly governed by contract, FA, and administration.
 - Approved Forms and Materials (no “Rate My Professor” reviews)
 - Strict Timelines

Guiding Principles of Tenure Process

- Written Responses
 - Right to append written responses to evaluation reports.
- Retention Data
 - May not be used to deny tenure.
- Non Retaliation
- Reasonable Workload:
 - No committee assignments in first year; no reassigned time during first 2 contracts

4 “Years”, 3 Contracts

- Year 1; Contract 1
- Year 2; Contract 2
- Year 3; Contract 3
- Year 4; Contract 3

Year One (First Contract) Process

- Level One Tenure Review Committee Formed
- Level One Tenure Review Committee Meets
- Professional Review (due Oct. 1), Classroom Materials
- 3 Observations, Student Surveys, & Reports
- Dean's Review & Meeting
- Level One Tenure Review Committee Report/Recommendation to VP
- Level Two Tenure Review Committee Report/Recommendation to President
- President's recommendation to Chancellor
- Chancellor's recommendation to Board by March 15

Year Two (Second Contract) Process

- At least one Observation, Student Survey, & Report after March 15 of Year 1 (Year 2)
- Level One Tenure Review Committee Meets
- Professional Review (due Oct. 1), Classroom Materials
- 2 Observations, Student Surveys, & Reports
- Dean's Review & Meeting
- Level One Tenure Review Committee Report/Recommendation to VP
- Level Two Tenure Review Committee Report/Recommendation to President
- President's recommendation to Chancellor
- Chancellor's recommendation to Board by March 15

Year Three (Third Contract) Process

- Level One Tenure Review Committee Meets
- Professional Review (due Oct. 1), Classroom Materials
- 2 Student Surveys & Reports
- Dean's Review & Meeting
- Level One Tenure Review Committee Report/Recommendation to VP
- Level Two Tenure Review Committee Report/Recommendation to President
- President's recommendation to Chancellor
- Chancellor's recommendation to Board by March 15

Year Four (Third Contract) Process

- At least one Observation, Student Survey, & Report after March 15 of Year 2 (Year 3)
- Level One Tenure Review Committee Meets
- Professional Review (due Oct. 1), Classroom Materials
- 2 Student Surveys & Reports
- Dean's Review & Meeting
- Level One Tenure Review Committee Report/Recommendation to VP
- Level Two Tenure Review Committee Report/Recommendation to President
- President's recommendation to Chancellor
- Chancellor's recommendation to Board by March 15 – TENURE!