



Tenure & The Tenure Process at Las Positas College

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**New Faculty Orientation
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**CHABOT
LAS POSITAS**
COMMUNITY COLLEGE DISTRICT

Today's Discussion

Part I – Intro to Tenure

Part II – Tenure Specifics for Las Positas College

Part III – Tips, Advice & Q&A

Part I – Intro to Tenure





What is Tenure?

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

Part II – Tenure Specifics for LPC





 Kahoot

Faculty Tenure Process

Test your knowledge on the faculty tenure process in the California Community College system and at Las Positas College

▶ 0 plays 👤 0 participants



Tenure in the California Community College System

- 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?)
- Process is clearly defined and strictly governed by contract, FA, and administration.
 - Approved Forms and Materials
 - 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 15th

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 15th

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 15th – **TENURE!**

Part III – Tips, Advice, and Q &A



Year 1: Focus is on your Teaching

- Sit in on lectures from senior faculty.
- Invite senior faculty to watch *you* teach & solicit advice
- Be informed on pedagogy
- Solicit feedback from your students
- Attend teaching-related workshops (Flex Day, CCC conferences, etc.)
- Consult trusted sources (i.e. senior colleagues, FA and/or your Dean) about teaching evals.

Past Year 1: Be Present

- Participate in LPC events involving students
- Attend conferences & workshops (and when possible, bring students with you!)
- Re-evaluate your initial goals and don't be afraid to re-route.
- Meet with your Dean & Committee members about any challenges and how to address them.
- Be persistent.



Summary: General Tips for Success

- Meet with your Dean and know the expectations for *your position*.
- Address any concerns before they snowball.
- Update your CV regularly.
- Stay organized - keep electronic AND hard copies of all important paperwork.
- Schedule regular formal and/or informal meetings with tenured colleagues to ask for advice.
- Read the Faculty Contract!
- Don't be afraid to ask for help 😊

Questions?