



May 26, 2022

TO: THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

FROM: DR. KATHLEEN PLINSKE
President

RE: APPROVAL OF CONTINUING CONTRACTS

In accordance with Florida law and Valencia Policy 6Hx28:3E-02, and upon the recommendation of the President, the District Board of Trustees approves the award of continuing contracts to eligible faculty who have demonstrated professional competence and success in the performance of their duties. The achievement of a continuing contract (tenure) indicates responsible professional performance at Valencia and carries with it a distinctive contract of employment with the institution, which entitles faculty members to continue in their faculty positions at the College without the necessity for annual nomination or reappointment. Continuing contracts may be terminated upon recommendation of the President for failure to meet post-award performance criteria, or, for cause in accordance with College policies and procedures.


A list of faculty members recommended by the President to be awarded continuing contracts is attached.

To become eligible to be considered for the award of a continuing contract, a full-time faculty member must prepare and submit a Portfolio determined to be acceptable by the College in accordance with standards, requirements and procedures established for the College's Teaching and Learning Academy and:

- A. Complete at least five (5) years of satisfactory service at Valencia College, based on the criteria established by the College, during a period not more than seven (7) years.
- B. Receive the recommendation of the President and approval by the District Board of Trustees based on successful performance of duties, demonstration of professional competence pursuant Valencia policies and procedures, and the needs of the College.

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees of Valencia College approve the award of continuing contracts, as recommended and presented.



President

Overview of the Tenure Process

DBOT - May 26, 2022

VALENCIA COLLEGE

What differentiates Valencia's tenured and tenure-track faculty positions from other faculty roles?

Tenured and tenure-track faculty:

- Engage in curricular development
- Select instructional materials
- Support faculty hiring, development, and evaluation
- Provide leadership and service in governance
- Serve as learning leaders, as in learning assessment efforts and policy development and implementation

To earn tenure, faculty must:

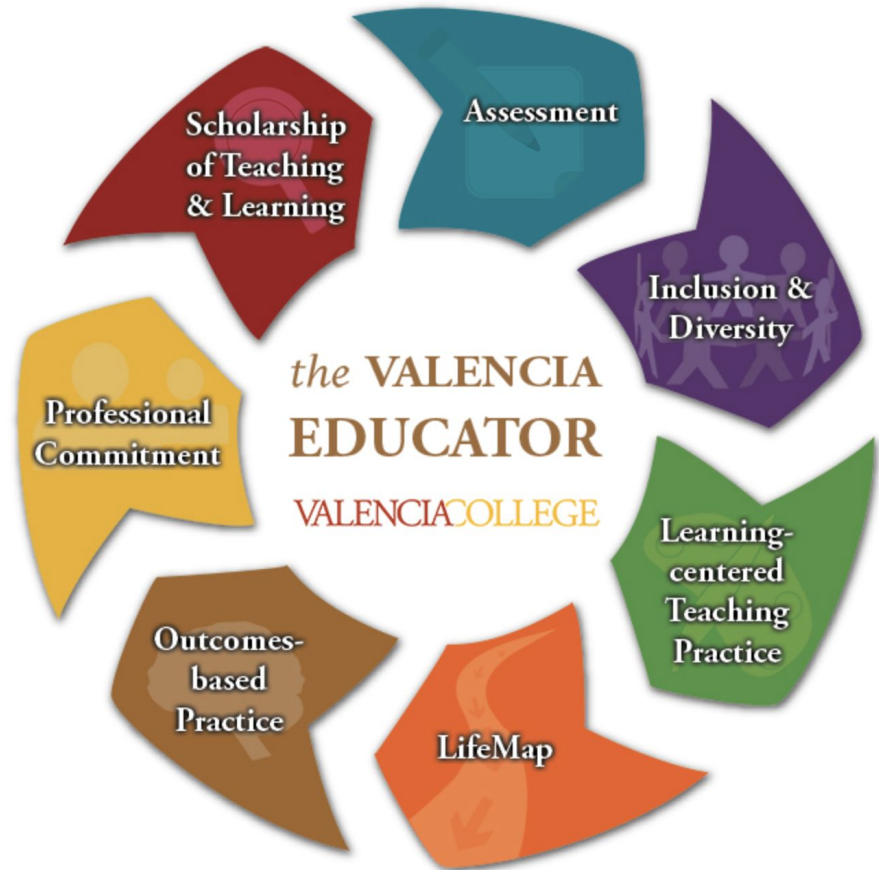
- 1) Prepare and submit a portfolio determined to be acceptable by the College and complete at least 5 years of satisfactory service at the College, and
- 2) Be recommended by the President and approved by the District Board of Trustees based on successful performance of duties and the demonstration of professional competence.

Specific Criteria for Tenure

- Quantifiable, measured effectiveness in the performance of faculty duties;
- Continuing professional development;
- Currency and scope of subject matter knowledge;
- Relevant feedback from students, faculty and employers of students;
- Service to the department, College, and community;
- Relevant student success results, as appropriate, for the particular field of learning and the individual faculty member; and
- Other criteria determined by the College and specified in procedures adopted to implement the policy.

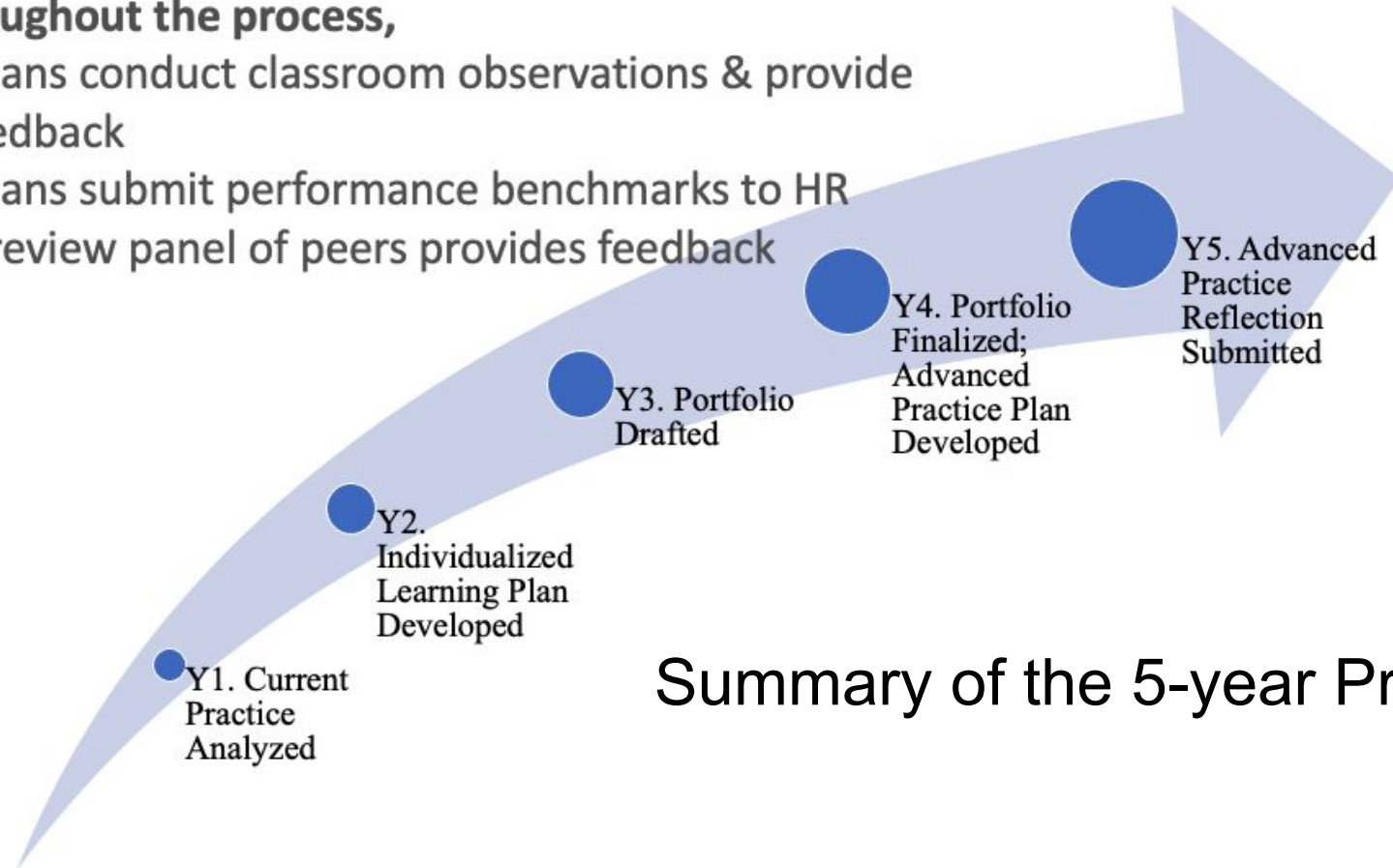
How do we support tenure candidates?

Via TLA - the **Teaching/ Learning Academy**, a faculty-designed, led, and facilitated support structure that helps candidates develop a reflective approach to teaching anchored in active learning, action research, and the *Essential Competencies of a Valencia Educator*.



Throughout the process,

- Deans conduct classroom observations & provide feedback
- Deans submit performance benchmarks to HR
- A review panel of peers provides feedback



Summary of the 5-year Process

Using Gamification to Increase Students' Completion of Essay Rough Drafts

Y1. Current Practice Analyzed

Y2. Individualized Learning Plan Developed

Y2. Faculty Learning Outcome: Implement gamification to increase the completion rates of rough drafts.

Y3. Portfolio Drafted

Y3. Action Research Project: 1 classroom section with gamified model & 1 section with traditional model. To his surprise, he found the traditional model (removing points) better motivated students.

Y4. Portfolio Finalized; Advanced Practice Plan Developed

Y5. Advanced Practice Reflection Submitted



VALENCIA

Candidates for Continuing Contract – 2022

Tiffany Baggs, Dental Hygiene
Ronda Bailey, Speech
Jason Balseraite, English
Tanya Bizon, English for Academic Purposes
Emilie Buckley, Librarian
Precious Cristwell, Mathematics
Laura D'Alessio, Biology
Jennifer Denlinger, Culinary Management
Sandra Draper, Mathematics
Ashley Evans, Electronics Engineering
Andrea Faulkner, English
Mukesh George, Radiologic and Imaging Science
Tammy Gitto, Humanities
Ernesto Hernandez Colon, Humanities
Alexandra Nicole Hill, Humanities
Kirsten Holt, English
Heather Johnson, Nursing
Matthew Kenney, Business
Alycia LaFavor, Speech
Jonathan Lair, Political Science
Nicole Marsh, Speech

Donna Matthews, Mathematics
Mollie McLaughlin, Speech
Alyce Miller, History
Sam Murugan, Mathematics
Rebecca Newman, Mass Communications
Amanda Norbutus, Chemistry
AnnMarie O'Neil, Mathematics
Sanika Paranjape, CIT Computer Programming
Michael Perez, Physics
Katie Pridemore, Mathematics
Steve Purtee, Mathematics
Devika Ramsingh, Librarian
Andrea Rediske, Biology
Sarah Rosario, Biology
Denise Ross, Computer Programming and Analysis
Melissa Sierra, Sociology
Bryan Spangler, EMS
Joey Templeton, English
Jorge Valladares, Psychology
Kathryn Wells, English
Susan Yawn, Criminal Justice