



May 25, 2023

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



VALENCIA

Candidates for Continuing Contract – 2023

Ancy Abraham - Professor of Nursing
Anu George - Professor of Nursing
Naina Sebastian - Professor of Nursing
Sharon Valdez - Professor of Nursing
Alina Siddiqui - Counselor
Cory Blackwell - Professor of Biology
Michael Moniz - Professor of Speech
Melonie Sexton - Professor of Psychology
Paul Mayne - Professor of Film Prod. Tech.
Benjamin Ohwovoriola, Professor of English
Bonnie Cross – Professor of English

Regan Kirk – Professor of English
Julio Falu – Professor of Graphic Design
Ola Martin - Professor of Biology
Kristopher (Kris) Merceron – Professor of Speech
Kelly Moore – Professor of Biology
Clara Hensley - Emerging Tech Librarian
Lili Carneglia – Professor of Economics
Suzanne (Su) Jamison – Professor of Chemistry
Lily Miller - Professor of Sign Language
Lynta Thomas – Professor of Chemistry
Osama Moussa – Professor of Physics

Overview of Valencia's Tenure Process

DBOT - May 25, 2023

VALENCIA COLLEGE

What are the primary responsibilities of Valencia's tenured faculty?

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:

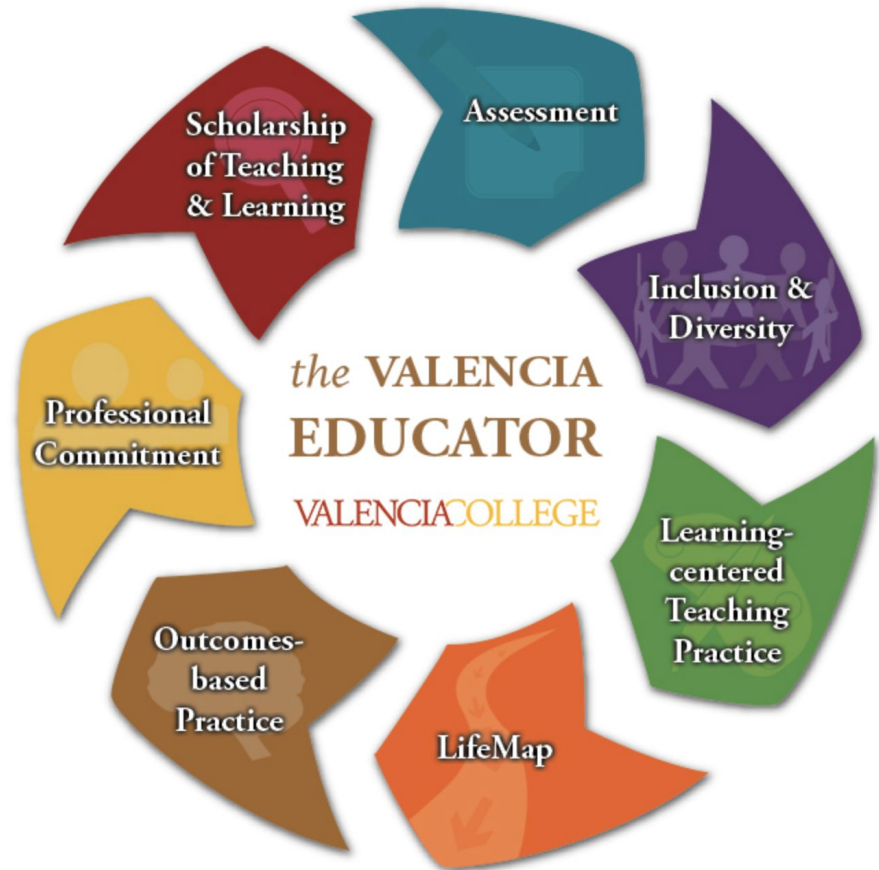
- 1) Prepare and submit a portfolio determined to be acceptable by the College and complete at least 5 years of satisfactory service at the College, and
- 2) Be recommended by the President and approved by the District Board of Trustees based on successful performance of duties and the demonstration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

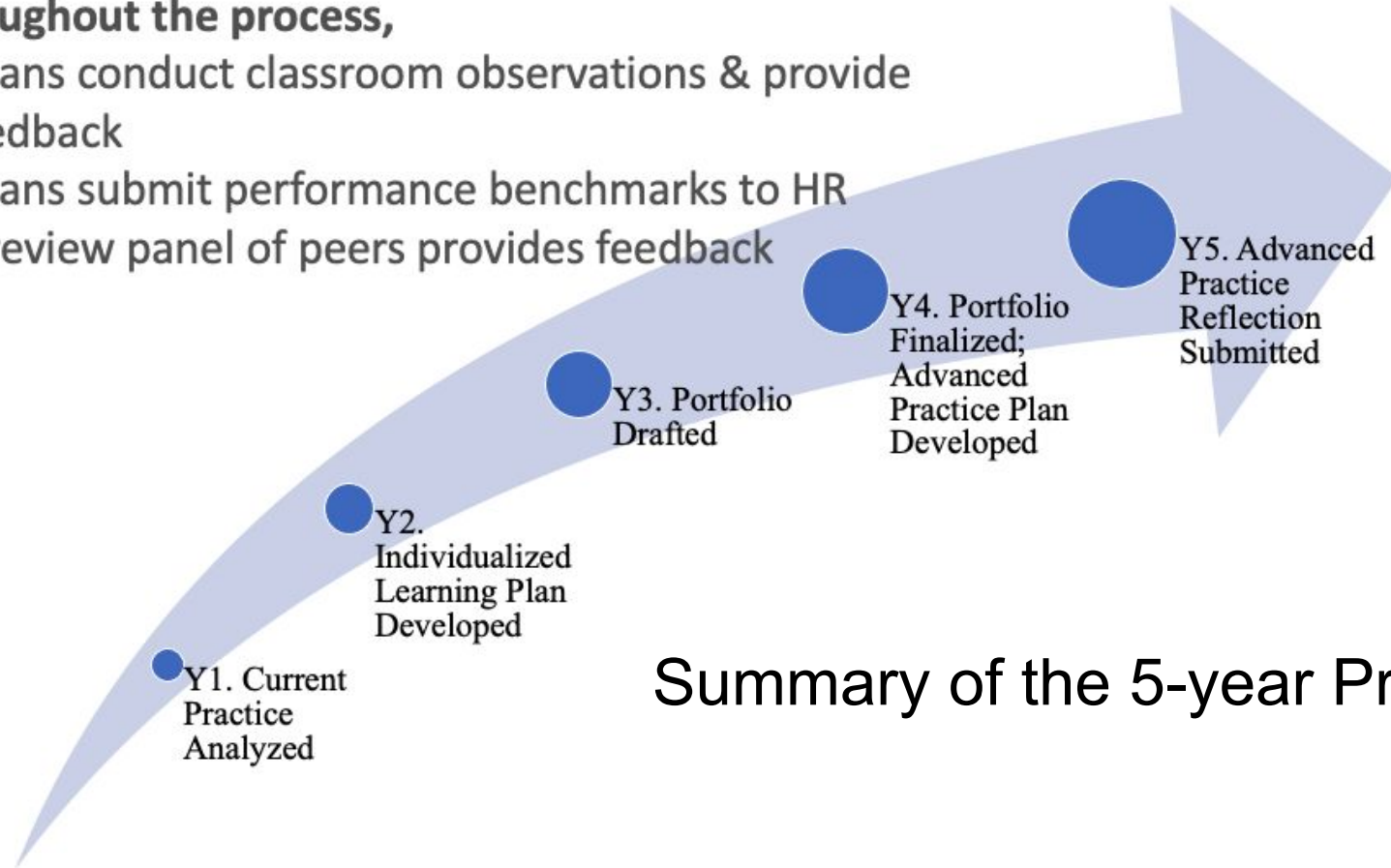
How do we support tenure candidates?

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

Enhancing Students' Understanding of Psychology Research with a Guided Review of Scientific Articles

