

5-Year Tenure Process

Fall Term

Spring Term

Summer Term

Year 1

Acclimation

- Essential Competency Seminars & Roundtables
- Orientation to Valencia
- Learning-centered Teaching Workshops

Acclimation

- EC Seminars & Roundtables
- Drafting: Analysis of My Practice (AMP)

Submit AMP to Dean and TLA
Beginning of April

- ILP Development
- Faculty Learning Outcome (FLO) Development

Spring/Summer Term – July 15 Dean submits Performance Benchmarks to HR

Year 2

Planning

- EC Seminars
- Individualized Learning Plan (ILP) Drafting & Refinement
- Submit draft of ILP to dean and TLA end of October

Planning

- EC Seminars
- Prepare final ILP

Submit ILP to Panel
Beginning of February

Reviews mid Feb – April

- Begin Portfolio Development
- FLO Implementation (if possible)

Spring/Summer Term – July 15 Dean submits Performance Benchmarks to HR

Year 3

Implementation

- FLO Implementation

Drafting & Reflection

- FLO re-implementation (if applicable)
- Prepare Portfolio for submission

Submit Draft Portfolio to Panel
May – June*

Spring/Summer Term – July 15 Dean submits Performance Benchmarks to HR

Year 4

Refinement

- Portfolio Refinement
- Submit Advanced Practice Plan to Dean by the end of October

Submission

- Submit Final Portfolio to Panel in January (first day of term)
- Begin Advanced Practice

Advanced Practice Continues

Term – July 15 Dean submits Performance Benchmarks to HR

Year 5

Reflection

- Advanced Practice Continues
- Candidate submits Advanced Practice Reflection to Dean in December

Tenure Decision

Tenure Review Committee Meets
February

Tenure Recommendations go to DBOT in June

* April review may be necessary if a panelist is on a 6-6-0.