

5-Year Tenure Process

Fall Term

Spring Term

Summer Term

Year 1

Acclimation
Essential Competency Seminars
Orientation to Valencia
Assessment Is Teaching

Acclimation
EC Seminars
Drafting: Philosophy, Needs Assessment, Future Development

Submit Philosophy, Needs Assessment and Future Development to Dean and TLA
End of April

ILP Development
Faculty Learning Outcome (FLO) Development

Spring/
Summer Term
June 30
Dean submits HR Benchmarks

Year 2

EC Advanced Seminars
ILP Refinement
Candidate submits draft of ILP to dean and TLA at beginning of October

EC Advanced Seminars
Continue
Prepare final ILP

Submit ILP Draft to Panel
Beginning of February
Reviews mid Feb – March

FLO Implementation
Begin Portfolio Development

Spring/
Summer Term
June 30
Dean submits HR Benchmarks

Year 3

FLO Implementation or Re-implementation

Prepare Portfolio For Submission
Candidate submits a draft of the ARP to TLA and dean in March

Submit Draft Portfolio to Panel
May – June*

Portfolio Refinement

Spring/
Summer Term
June 30
Dean submits HR Benchmarks

Year 4

Portfolio Refinement
Submit Draft of Advanced Practice Plan to Dean
End of October

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

Advanced Practice Continues

Spring/
Summer Term
June 30
Dean submits HR Benchmarks

Year 5

Advanced Practice Continues
Candidate submits Advanced Practice Reflection to dean
In December

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.