

5-Year Tenure Process

Fall Term

Spring Term

Summer Term

Year 1

Self-Reflection

- Essential Competency seminars & roundtables
- Orientation to Valencia
- Learning-Centered Teaching workshops

- EC seminars/roundtables
- Draft Analysis of My Practice (AMP) and begin Faculty Learning Outcome (FLO) development

Submit AMP to Dean and TLA beginning of April

Spring/Summer Term – Dean submits Performance Benchmarks to HR

Year 2

Student Need

- EC seminars/roundtables
- Individualized Learning Plan (ILP) drafting & refinement
- Submit draft of ILP to Dean and TLA end of October

- EC seminars/roundtables
- Prepare final ILP

Submit ILP to Panel beginning of February
Panel ILP reviews mid February to April

- Begin Portfolio development

Spring/Summer Term – Dean submits Performance Benchmarks to HR

Year 3

Research & Analysis

- FLO implementation

- FLO implementation, if needed

- Prepare Portfolio for submission
- Portfolio refinement

Spring/Summer Term – Dean submits Performance Benchmarks to HR

Year 4

Submission

- Submit Advanced Practice Plan to Dean and TLA
- Submit Draft Portfolio to Dean, TLA, and Panel

- Portfolio refinement
- Begin Advanced Practice

Submit Final Portfolio to Dean, TLA and Panel late Spring

- Advanced Practice continues

Spring/Summer Term – Dean submits Performance Benchmarks to HR

Year 5

Reflection

- Begin Advanced Practice reflection

Submit Advanced Practice Reflection to Dean and TLA 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.