VALENCIA COLLEGE

Tenure Process
for Professors, Librarians and Counselors

Date of Hire

Portfolio Process

Includes annual feedback from the candidate's Review Panel

These are concurrent

Ongoing Professional Evaluation and Development

Includes annual feedback from Dean/Director to include the following benchmarks, as applicable:

- Performance evaluations
- Classroom/work observations
- Student assessment of instruction
- Contributions to division, campus and college
- Written feedback from colleagues

Teaching/Learning Academy and Other Professional Development

- Seminars
- Courses
- Roundtables
- Consultation

Acceptable Portfolio

Final evaluation from Review Panel Candidate eligible for tenure consideration

Upon Acceptable Portfolio

Professional Evaluation and Development activities become part of the tenure consideration

Tenure Consideration Sequence

Professors

1. Tenure Review Committee
2. Dean
3. Campus/Workforce Provost
4. President
5. District Board of Trustees

Librarians

1. Tenure Review Committee
2. Director*
3. Dean
4. Campus Provost
5. President
6. District Board of Trustees

*on the applicable campuses

Counselors

1. Tenure Review Committee
2. Assistant Vice President, Holistic Support
3. VP, Student Affairs
4. President
5. District Board of Trustees

Continuing Professional Practice and Development