

Draft Model of 5-Year Tenure Process

Fall Term

Spring Term

Summer Term

Year 1

Acclimation
Essential Comp. Seminars
Orientation to Valencia
Boot Camp: 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
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
Candidates 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.