

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 Performance Benchmarks to HR

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 Performance Benchmarks to HR

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 Performance Benchmarks to HR

Year 4

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

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

Advanced Practice Continues

Spring/Summer Term - June 30

Dean submits Performance Benchmarks to HR

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.