



Policy: 3E-02

Authority: 1001.65, F.S.

Law: 1001.65, F.S.; 6A-14.0247 FAC.

Responsible Party: President

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Award of Tenure and Evaluation of Tenured and Tenure Track Faculty

Policy Statement:

- A. It is the policy of the District Board of Trustees to award continuing contracts to full-time faculty in accordance with the law and procedures to be developed and approved by the President or designee, in consultation with the Faculty Council. Tenured and tenure track faculty will be evaluated according to procedures approved by the President or designee in consultation with the Faculty Council. Tenure shall be awarded only by the affirmative vote of the District Board of Trustees, as decided in its sole discretion, and tenure shall never be awarded in the absence of the affirmative vote of the District Board of Trustees for any reason, including without limitation, by default or procedural deficiency(ies).
- B. Any employee holding a continuing contract who accepts an offer of employment at the College in a capacity other than that in which the continuing contract was awarded may be granted an administrative leave of absence pursuant to the College's procedures.
- C. For the purpose of this policy, the word "tenure" shall refer to the condition of "continuing contract" as described by rule of the State Board of Education. Whenever the terms "continuing contract" and "tenure" appear in this policy or any of its implementing procedures, they shall be construed identically. Tenure shall be further defined as a professional status conferred upon faculty members who have been judged to have demonstrated scholarship and teaching ability or other skills sufficient to warrant recognition of their achievement of predetermined standards of professional competence.
- D. The achievement of tenure indicates responsible professional performance at Valencia and carries with it an ongoing contract of employment with the institution, which shall entitle the employee to continue in a faculty position at the College without the necessity for annual nomination or reappointment and which can be terminated only in accordance with law and rules of the State Board of Education and policies, procedures and contracts of the District Board of Trustees.
- E. In order to become eligible to be considered for the award of a continuing contract, a full-time faculty member must prepare and submit a Portfolio determined to be acceptable by the College in accordance with standards, requirements and procedures established for the College's Teaching and Learning Academy.
- F. In order to become eligible for the award of a continuing contract, a full-time faculty member must:
 1. Complete at least five (5) years of satisfactory service at Valencia College, based on the criteria established by the College, during a period not in excess of seven (7) years.
 2. Receive the recommendation of the President and approval by the District Board of Trustees for a continuing contract based on successful performance of duties, demonstration of professional competence pursuant Valencia policies and procedures, and the needs of the College.
- G. Criteria that must be met by a full-time faculty member before a continuing contract may be awarded shall include:
 1. Quantifiable measured effectiveness in the performance of faculty duties;
 2. Continuing professional development;
 3. Currency and scope of subject matter knowledge;
 4. Relevant feedback from students, faculty and employers of students;
 5. Service to the department, College, and community;
 6. Relevant student success results, as appropriate, for the particular field of learning and the individual faculty member; and
 7. Other criteria determined by the College and specified in procedures adopted to implement this policy.
- H. In order to contribute to the continual growth and development of faculty, Valencia College requires periodic post-award performance reviews for all faculty under continuing contract, which shall use, at a minimum, the criteria set forth in Section (G) of this policy.
- I. Valencia College adopts the transition periods to the extent set forth in Rule 6A-14.0411(10), F.A.C., for the application of time requirements and performance criteria.

Related Items

- NOTE: These additional documents do not supersede college policy or procedure, and the policy and procedures contained in Valencia's online policy manual shall take precedence in the event of a conflict with any of these additional documents.
- Review Panel Information
- Valencia's Tenure Process
- Program Assessment
- Action Research
- Information for Tenure Candidates