Valencia Community College

Appendix 2

Executive/Administrators/Management

Employment Equity Trend Model & 5-Year History, Comparison & Goals
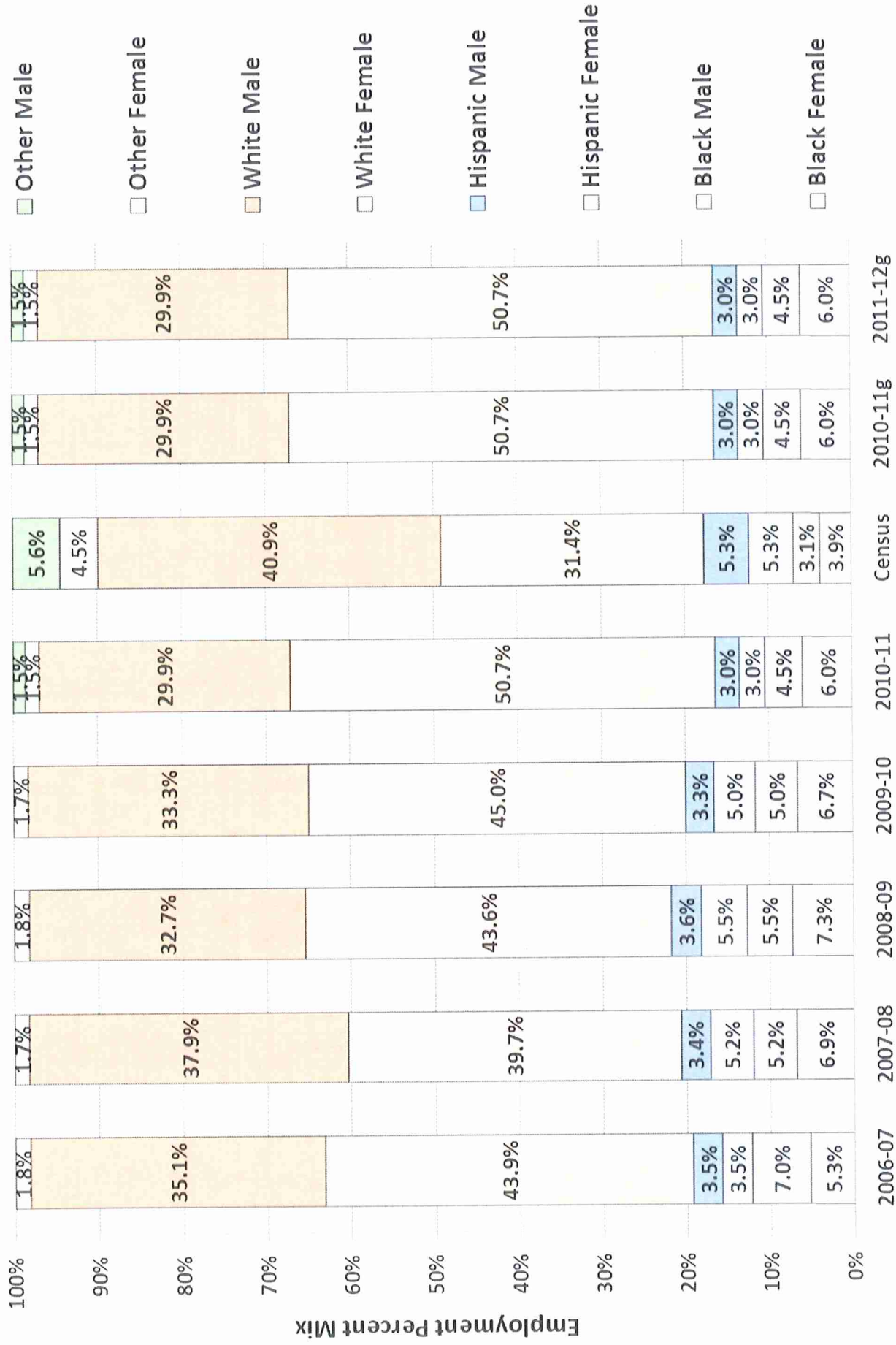
Employment Equity Trend Model

Executive, Administrative, and Managerial Staff

Counts	As of First Pay Period in October					Grad Deg
Ethnicity - Gender	2006-07	2007-08	2008-09	2009-10	2010-11	Census
Black Female	3	4	4	4	4	2,199
Black Male	4	3	3	3	3	1,754
Total Black	7	7	7	7	7	3,953
Hispanic Female	2	3	3	3	2	3,011
Hispanic Male	2	2	2	2	2	3,027
Total Hispanic	4	5	5	5	4	6,038
White Female	25	23	24	27	34	17,765
White Male	20	22	18	20	20	23,137
Total White	45	45	42	47	54	40,902
Other Female	1	1	1	1	1	2,532
Other Male	0	0	0	0	1	3,168
Total Other	1	1	1	1	2	5,700
Total Female	31	31	32	35	41	25,507
Total Male	26	27	23	25	26	31,086
Total Valencia	57	58	55	60	67	56,593

Executive, Administrative, and Managerial Staff

Percent Mix	As of First Pay Period in October					Grad Deg
Ethnicity - Gender	2006-07	2007-08	2008-09	2009-10	2010-11	Census
Black Female	5.3%	6.9%	7.3%	6.7%	6.0%	3.9%
Black Male	7.0%	5.2%	5.5%	5.0%	4.5%	3.1%
Total Black	12.3%	12.1%	12.7%	11.7%	10.4%	7.0%
Hispanic Female	3.5%	5.2%	5.5%	5.0%	3.0%	5.3%
Hispanic Male	3.5%	3.4%	3.6%	3.3%	3.0%	5.3%
Total Hispanic	7.0%	8.6%	9.1%	8.3%	6.0%	10.7%
White Female	43.9%	39.7%	43.6%	45.0%	50.7%	31.4%
White Male	35.1%	37.9%	32.7%	33.3%	29.9%	40.9%
Total White	78.9%	77.6%	76.4%	78.3%	80.6%	72.3%
Other Female	1.8%	1.7%	1.8%	1.7%	1.5%	4.5%
Other Male	0.0%	0.0%	0.0%	0.0%	1.5%	5.6%
Total Other	1.8%	1.7%	1.8%	1.7%	3.0%	10.1%
Total Female	54.4%	53.4%	58.2%	58.3%	61.2%	45.1%
Total Male	45.6%	46.6%	41.8%	41.7%	38.8%	54.9%
Total Valencia	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Executive, Administrative, and Managerial Staff

Employment Percent Mix

5-Year History, Census Comparison, and Goals

Category	Other Male	Other Female	White Male	White Female	Hispanic Male	Hispanic Female	Black Male	Black Female
2006-07	1.8%		35.1%	43.9%	3.5%	3.5%	7.0%	5.3%
2007-08	1.7%		37.9%	39.7%	3.4%	5.2%	5.2%	6.9%
2008-09	1.8%		32.7%	43.6%	3.6%	5.5%	5.5%	7.3%
2009-10	1.7%		33.3%	45.0%	3.3%	5.0%	5.0%	6.7%
2010-11	1.5%	1.5%	29.9%	50.7%	3.0%	3.0%	4.5%	6.0%
Census	5.6%	4.5%	40.9%	31.4%	5.3%	5.3%	3.1%	3.9%
2010-11g	1.5%	1.5%	29.9%	50.7%	3.0%	3.0%	4.5%	6.0%
2011-12g	1.5%	1.5%	29.9%	50.7%	3.0%	3.0%	4.5%	6.0%

Legend: Other Male, Other Female, White Male, White Female, Hispanic Male, Hispanic Female, Black Male, Black Female
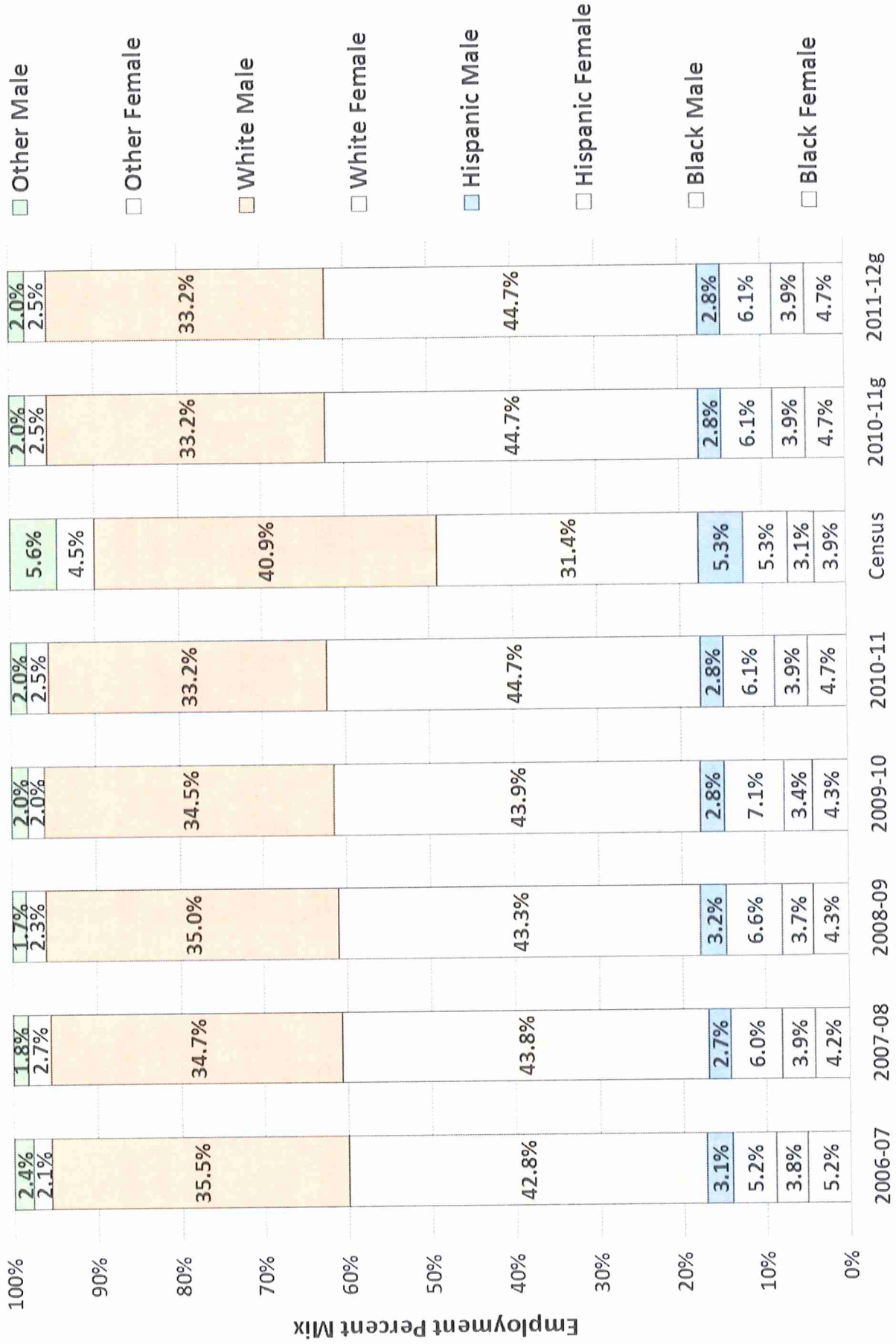
Valencia Community College

Appendix 3

Instructional Staff

Employment Equity Trend Model and 5-Year History, Census and Goal

Employment Equity Trend Model

College Instructional Staff

Counts Ethnicity - Gender	As of First Pay Period in October					Grad Deg
	2006-07	2007-08	2008-09	2009-10	2010-11	Census
Black Female	15	14	15	15	17	2,199
Black Male	11	13	13	12	14	1,754
Total Black	26	27	28	27	31	3,953
Hispanic Female	15	20	23	25	22	3,011
Hispanic Male	9	9	11	10	10	3,027
Total Hispanic	24	29	34	35	32	6,038
White Female	124	145	151	154	160	17,765
White Male	103	115	122	121	119	23,137
Total White	227	260	273	275	279	40,902
Other Female	6	9	8	7	9	2,532
Other Male	7	6	6	7	7	3,168
Total Other	13	15	14	14	16	5,700
Total Female	160	188	197	201	208	25,507
Total Male	130	143	152	150	150	31,086
Total Valencia	290	331	349	351	358	56,593

College Instructional Staff

Percent Mix Ethnicity - Gender	As of First Pay Period in October					Grad Deg
	2006-07	2007-08	2008-09	2009-10	2010-11	Census
Black Female	5.2%	4.2%	4.3%	4.3%	4.7%	3.9%
Black Male	3.8%	3.9%	3.7%	3.4%	3.9%	3.1%
Total Black	9.0%	8.2%	8.0%	7.7%	8.7%	7.0%
Hispanic Female	5.2%	6.0%	6.6%	7.1%	6.1%	5.3%
Hispanic Male	3.1%	2.7%	3.2%	2.8%	2.8%	5.3%
Total Hispanic	8.3%	8.8%	9.7%	10.0%	8.9%	10.7%
White Female	42.8%	43.8%	43.3%	43.9%	44.7%	31.4%
White Male	35.5%	34.7%	35.0%	34.5%	33.2%	40.9%
Total White	78.3%	78.5%	78.2%	78.3%	77.9%	72.3%
Other Female	2.1%	2.7%	2.3%	2.0%	2.5%	4.5%
Other Male	2.4%	1.8%	1.7%	2.0%	2.0%	5.6%
Total Other	4.5%	4.5%	4.0%	4.0%	4.5%	10.1%
Total Female	55.2%	56.8%	56.4%	57.3%	58.1%	45.1%
Total Male	44.8%	43.2%	43.6%	42.7%	41.9%	54.9%
Total Valencia	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

College Instructional Staff

Employment Percent Mix

5-Year History, Census Comparison, and Goals

Category	2006-07	2007-08	2008-09	2009-10	2010-11	Census	2010-11g	2011-12g
Other Male	2.4%	1.8%	1.7%	2.0%	2.0%	5.6%	2.0%	2.0%
Other Female	2.1%	2.7%	2.3%	2.0%	2.5%	4.5%	2.5%	2.5%
White Male	35.5%	34.7%	35.0%	34.5%	33.2%	40.9%	33.2%	33.2%
White Female	42.8%	43.8%	43.3%	43.9%	44.7%	31.4%	44.7%	44.7%
Hispanic Male	3.1%	2.7%	3.2%	2.8%	2.8%	5.3%	2.8%	2.8%
Hispanic Female	5.2%	6.0%	6.6%	7.1%	6.1%	5.3%	6.1%	6.1%
Black Male	3.8%	3.9%	3.7%	3.4%	3.9%	3.1%	3.9%	3.9%
Black Female	5.2%	4.2%	4.3%	4.3%	4.7%	3.9%	4.7%	4.7%

Valencia Community College

Appendix 4

Full-Time Continuing Contract Staff and

Employment Equity Trend Model and 5-Year History, Census & Goal

Employment Equity Trend Model

Full-time Continuing Contract Instructional Staff

Counts Ethnicity - Gender	As of First Pay Period in October					Grad Deg Census
	2006-07	2007-08	2008-09	2009-10	2010-11	
Black Female	13	11	11	11	10	2,199
Black Male	11	11	11	10	8	1,754
Total Black	24	22	22	21	18	3,953
Hispanic Female	12	10	11	13	15	3,011
Hispanic Male	6	7	7	7	7	3,027
Total Hispanic	18	17	18	20	22	6,038
White Female	108	110	106	108	110	17,765
White Male	93	95	93	95	95	23,137
Total White	201	205	199	203	205	40,902
Other Female	4	5	5	6	7	2,532
Other Male	4	6	6	6	6	3,168
Total Other	8	11	11	12	13	5,700
Total Female	137	136	133	138	142	25,507
Total Male	114	119	117	118	116	31,086
Total Valencia	251	255	250	256	258	56,593

Full-time Continuing Contract Instructional Staff

Percent Mix Ethnicity - Gender	As of First Pay Period in October					Grad Deg Census
	2006-07	2007-08	2008-09	2009-10	2010-11	
Black Female	5.2%	4.3%	4.4%	4.3%	3.9%	3.9%
Black Male	4.4%	4.3%	4.4%	3.9%	3.1%	3.1%
Total Black	9.6%	8.6%	8.8%	8.2%	7.0%	7.0%
Hispanic Female	4.8%	3.9%	4.4%	5.1%	5.8%	5.3%
Hispanic Male	2.4%	2.7%	2.8%	2.7%	2.7%	5.3%
Total Hispanic	7.2%	6.7%	7.2%	7.8%	8.5%	10.7%
White Female	43.0%	43.1%	42.4%	42.2%	42.6%	31.4%
White Male	37.1%	37.3%	37.2%	37.1%	36.8%	40.9%
Total White	80.1%	80.4%	79.6%	79.3%	79.5%	72.3%
Other Female	1.6%	2.0%	2.0%	2.3%	2.7%	4.5%
Other Male	1.6%	2.4%	2.4%	2.3%	2.3%	5.6%
Total Other	3.2%	4.3%	4.4%	4.7%	5.0%	10.1%
Total Female	54.6%	53.3%	53.2%	53.9%	55.0%	45.1%
Total Male	45.4%	46.7%	46.8%	46.1%	45.0%	54.9%
Total Valencia	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Full-time Continuing Contract Instructional Staff

5-Year History, Census Comparison, and Goals

Employment Percent Mix

Category	2006-07	2007-08	2008-09	2009-10	2010-11	Census	2010-11g	2011-12g
Other Male	1.6%	2.4%	2.4%	2.3%	2.3%	5.6%	2.3%	2.3%
Other Female	1.6%	2.0%	2.0%	2.3%	2.7%	4.5%	2.7%	2.7%
White Male	37.1%	37.3%	37.2%	37.1%	36.8%	40.9%	36.8%	36.8%
White Female	43.0%	43.1%	42.4%	42.2%	42.6%	31.4%	42.6%	42.6%
Hispanic Male	2.4%	2.7%	2.8%	2.7%	2.7%	5.3%	2.7%	2.7%
Hispanic Female	4.8%	3.9%	4.4%	5.1%	5.8%	5.3%	5.8%	5.8%
Black Male	4.4%	4.3%	4.4%	3.9%	3.1%	3.1%	3.1%	3.1%
Black Female	5.2%	4.3%	4.4%	4.3%	3.9%	3.9%	3.9%	3.9%
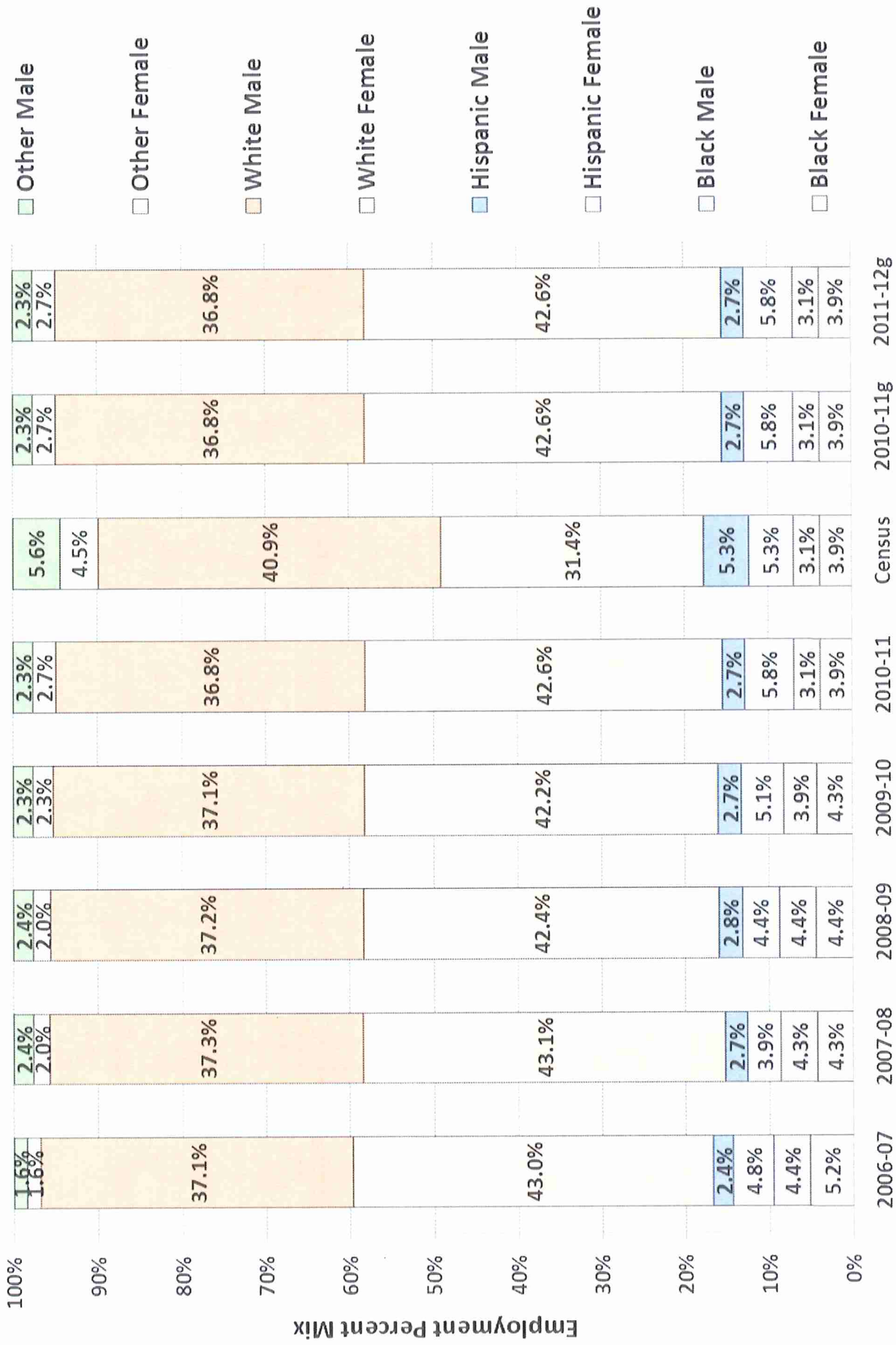
Valencia Community College

Appendix 5

Salary Information

Faculty Comparison Data: July 1, 2007 to June 30, 2010

Valencia Community College - Faculty Comparisons: July 1, 2010 to Present

Ethnicity	Gender	Eclass	Eclass Descr	Posn	Suff	Title	Job Eff Date	Table	Grade	Step	Salary
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0379	0	Prof, Radiologic/Imaging Sc	9-Jan-11	F1	DR	16	65723
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0370	0	Professor, Chemistry	9-Jan-11	F1	DR	9	58146
Asian/Pacific Islander	Male	F1	Faculty 10 Month, Tenure	FT0378	0	Prof, Elec/Comp Eng Techn	6-Jan-11	F1	DR	3	51652
White Non-Hispanic	Male	F2	Faculty 12 Month, Tenure	FT0377	0	Counselor	25-Oct-10	F2	MA	0	89494
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0165	0	Professor, Comp Prgrm/Analy	17-Oct-10	F1	DR	23	73300
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0254	0	Professor, Psychology	8-Aug-10	F1	DR	15	64641
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0187	0	Professor, English	8-Aug-10	F1	MA	21	64135
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0344	0	Professor, Speech	8-Aug-10	F1	M3	0	71305
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0137	0	Professor, Speech	8-Aug-10	F1	M3	5	50317
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0315	0	Professor, Office Syst Techn	8-Aug-10	F1	MA	14	56559
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0361	0	Professor, Graphics Technology	8-Aug-10	F1	BC	8	46564
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0103	0	Professor, Nursing	8-Aug-10	F1	MA	16	58723
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0367	0	Professor, Accounting	8-Aug-10	F1	MA	16	58723
Black/African Am. Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0365	0	Professor, Student Life Skills	8-Aug-10	F1	DR	10	59229
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0360	0	Professor, Psychology	8-Aug-10	F1	DR	25	75465
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0131	0	Professor, Sociology	8-Aug-10	F1	M3	1	45987
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0366	0	Professor, Student Life Skills	8-Aug-10	F1	MA	16	58723
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0373	0	Professor, English	8-Aug-10	F1	MA	3	44652
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0376	0	Professor, Nutrition	8-Aug-10	F1	MA	7	48982
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0374	0	Professor, Humanities	8-Aug-10	F1	MA	5	46817
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0264	0	Professor, Speech	8-Aug-10	F1	MA	5	46817
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0363	0	Professor, Mathematics	8-Aug-10	F1	M3	15	61141
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0025	0	Professor, English	8-Aug-10	F1	MA	1	42487
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0334	0	Professor, Nursing	8-Aug-10	F1	M3	16	62223
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0204	0	Professor, Humanities	8-Aug-10	F1	MA	2	43570
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0368	0	Professor, Architecture	8-Aug-10	F1	MA	11	53311
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0359	0	Professor, Mathematics	8-Aug-10	F1	MA	12	54394
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0202	0	Professor, History	8-Aug-10	F1	M3	9	54646
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0358	0	Professor, Biology	8-Aug-10	F1	DR	9	58146

Valencia Community College – Faculty Comparisons: July 1, 2010 to Present, Cont.

White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0084	0	Professor, Mathematics	8-Aug-10	F1	MA	2	43570
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0364	0	Professor, Student Life Skills	8-Aug-10	F1	MA	5	46817
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0362	0	Professor, Hosp/Tourism	8-Aug-10	F1	MA	16	58723
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0258	0	Professor, Reading	8-Aug-10	F1	MA	7	48982
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0080	0	Professor, Mathematics	8-Aug-10	F1	M3	5	50317
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0375	0	Professor, Mathematics	8-Aug-10	F1	MA	11	53311
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0372	0	Professor, Earth Science	8-Aug-10	F1	MA	16	58723
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0290	0	Professor, Biology	8-Aug-10	F1	DR	7	55982
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0329	0	Professor, Biology	8-Aug-10	F1	DR	16	65723
Asian/Pacific Islander	Female	F1	Faculty 10 Month, Tenure	FT0369	0	Professor, Biology	8-Aug-10	F1	MA	4	45734
Black/African Am. Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0177	0	Professor, English	8-Aug-10	F1	MA	7	48982
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0330	0	Professor, English	8-Aug-10	F1	MA	3	44652
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0001	0	Professor, Accounting	8-Aug-10	F1	MA	12	54394
Asian/Pacific Islander	Female	F1	Faculty 10 Month, Tenure	FT0160	0	Professor, Chemistry	8-Aug-10	F1	DR	7	55982
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0114	0	Professor, Nursing	8-Aug-10	F1	MA	9	51146
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0125	0	Professor, Radiography	8-Aug-10	F1	BC	16	55223
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0371	0	Professor, Crim Just Techn	8-Aug-10	F1	MA	16	58723
White Non-Hispanic	Female	F2	Faculty 12 Month, Tenure	FT0003	0	Librarian	6-Jul-10	F2	MA	16	70468
White Non-Hispanic	Male	F2	Faculty 12 Month, Tenure	FT0301	0	Professor, Humanities	1-Jul-10	F2	M3	0	94187

Valencia Community College – Faculty Comparisons: July 1, 2007 to June 30, 2010

Ethnicity	Gender	Eclass	Eclass Descr	Posn	Suff	Title	Job Eff Date	Table	Grade	Step	Salary
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0018	0	Professor, Cardio Technology	24-Jun-10	F1	BC	0	9626
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0258	0	Professor, Reading	23-Jan-10	F1	MA	7	48420
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0110	0	Professor, Nursing	22-Aug-09	F1	MA	16	58050
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0126	0	Professor, Reading	22-Aug-09	F1	MA	6	47350
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0103	0	Professor, Nursing	22-Aug-09	F1	MA	14	55910
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0137	1	Professor, Speech	8-Aug-09	F1	M3	4	48710
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0202	1	Professor, History	8-Aug-09	F1	M3	8	52990
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0129	0	Professor, Respiratory Care	8-Aug-09	F1	BC	8	45990
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0190	0	Professor, English	8-Aug-09	F1	DR	3	51140
Hispanic/Latino	Male	F1	Faculty 10 Month, Tenure	FT0065	0	Prof, Biology/Horticulture	8-Aug-09	F1	DR	5	53280
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0108	0	Professor, Nursing	8-Aug-09	F1	DR	16	65050
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0098	0	Professor, Nursing	10-Jan-09	F1	MA	16	58050
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0101	0	Professor, Nursing	8-Jan-09	F1	M3	16	61550
White Non-Hispanic	Female	F2	Faculty 12 Month, Tenure	FT0140	0	Librarian	5-Jan-09	F2	M3	5	59736
White Non-Hispanic	Female	F2	Faculty 12 Month, Tenure	FT0141	0	Librarian	5-Jan-09	F2	MA	5	55536
Black/African Am. Non-Hispanic	Male	F2	Faculty 12 Month, Tenure	FT0285	0	Counselor	8-Sep-08	F2	DR	4	62652
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0351	0	Professor, English	9-Aug-08	F1	MA	2	43070
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0337	0	Professor, Humanities	9-Aug-08	F1	MA	4	45210
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0354	0	Professor, Nutrition	9-Aug-08	F1	MA	6	47350
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0199	0	Professor, Graphics Techn	9-Aug-08	F1	M3	10	55130
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0310	0	Professor, Mathematics	9-Aug-08	F1	MA	1	42000
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0336	0	Professor, Business	9-Aug-08	F1	MA	13	54840
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0229	0	Professor, Mathematics	9-Aug-08	F1	MA	4	45210
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0181	0	Professor, English	9-Aug-08	F1	MA	8	49490
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0299	0	Professor, English	9-Aug-08	F1	MA	4	45210
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0168	0	Professor, Crim Just Techn	9-Aug-08	F1	M3	16	61550
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0350	0	Professor, Mathematics	9-Aug-08	F1	MA	1	42000
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0257	0	Professor, Reading	9-Aug-08	F1	MA	9	50560
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0355	0	Professor, Graphics Technology	9-Aug-08	F1	AS	5	41380
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0231	0	Professor, Mathematics	9-Aug-08	F1	MA	5	46280
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0155	0	Professor, Biology	9-Aug-08	F1	MA	11	52700

Valencia Community College – Faculty Comparisons: July 1, 2007 to June 30, 2010, Cont.

Ethnicity	Gender		Type	Code	Title	Hire Date		Degree	No.	Salary
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0345	0 Professor, Physics	9-Aug-08	F1	DR	1	49000
Other	Female	F1	Faculty 10 Month, Tenure	FT0056	0 Professor, English	9-Aug-08	F1	MA	5	46280
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0349	0 Professor, Business	9-Aug-08	F1	MA	9	50560
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0347	0 Professor, Biology	9-Aug-08	F1	DR	7	55420
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0353	0 Professor, Speech	9-Aug-08	F1	DR	9	57560
Hispanic/Latino	Male	F1	Faculty 10 Month, Tenure	FT0346	0 Professor, Mathematics	9-Aug-08	F1	M3	4	48710
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0075	0 Professor, Mathematics	9-Aug-08	F1	MA	2	43070
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0348	0 Professor, Biology	9-Aug-08	F1	M3	1	45500
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0342	0 Professor, Nursing	9-Aug-08	F1	MA	16	58050
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0341	0 Professor, Mathematics	9-Aug-08	F1	MA	3	44140
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0118	0 Professor, Physics	9-Aug-08	F1	DR	16	65050
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0339	0 Professor, Chemistry	9-Aug-08	F1	M3	7	51920
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0352	0 Professor, Culinary Mgmt	9-Aug-08	F1	AS	16	53150
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0344	0 Professor, Speech	9-Aug-08	F1	MA	8	49490
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0357	0 Professor, Spanish	1-Jul-08	F1	M3	0	78298
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0356	0 Professor, Biology	1-Jul-08	F1	MA	0	72465
White Non-Hispanic	Female	F2	Faculty 12 Month, Tenure	FT0272	0 Librarian	1-Jul-08	F2	M3	2	55884
White Non-Hispanic	Female	F2	Faculty 12 Month, Tenure	FT0326	0 Librarian	19-May-08	F2	MA	0	56820
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0340	0 Professor, Mathematics	29-Dec-07	F1	MA	4	45210
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0095	0 Professor, Nursing	8-Oct-07	F1	MA	16	58050
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0096	0 Professor, Nursing	8-Oct-07	F1	MA	13	54840
White Non-Hispanic	Female	F2	Faculty 12 Month, Tenure	FT0283	0 Counselor	8-Sep-07	F2	DR	7	66504
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0330	0 Prof, College Prep English	25-Aug-07	F1	M3	6	50850
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0033	0 Professor, Dental Hygiene	25-Aug-07	F1	MA	12	53770
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0064	0 Professor, History	25-Aug-07	F1	DR	4	52210
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0333	0 Professor, EMS	25-Aug-07	F1	AS	16	53150

Valencia Community College – Faculty Comparisons: July 1, 2007 to June 30, 2010, Cont.

Ethnicity	Gender		Position	Code		Title	Date		Degree		Salary
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0335	0	Professor, Mathematics	25-Aug-07	F1	MA	4	45210
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0053	0	Professor, English	25-Aug-07	F1	MA	2	43070
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0119	0	Professor, Political Science	25-Aug-07	F1	MA	7	48420
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0329	0	Professor, Biology	25-Aug-07	F1	MA	3	44140
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0018	0	Professor, Cardio Technology	25-Aug-07	F1	AS	3	39240
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0170	0	Professor, Graphics Technology	25-Aug-07	F1	M3	10	55130
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0327	0	Professor, Speech	25-Aug-07	F1	DR	1	49000
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0023	0	Professor, Comp Eng Techn	25-Aug-07	F1	MA	10	51630
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0184	0	Professor, English	25-Aug-07	F1	MA	2	43070
Asian/Pacific Islander	Female	F1	Faculty 10 Month, Tenure	FT0332	0	Professor, Engineering	25-Aug-07	F1	DR	1	49000
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0049	0	Professor, English	25-Aug-07	F1	MA	5	46280
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0334	0	Professor, Nursing	25-Aug-07	F1	MA	16	58050
Asian/Pacific Islander	Female	F1	Faculty 10 Month, Tenure	FT0080	0	Professor, Mathematics	25-Aug-07	F1	MA	13	54840
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0006	0	Professor, Biology	25-Aug-07	F1	DR	2	50070
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0302	0	Professor, ESL	25-Aug-07	F1	M3	14	59410
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0328	0	Professor, Political Science	25-Aug-07	F1	M3	16	61550
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0304	0	Professor, ESL	25-Aug-07	F1	MA	7	48420
Hispanic/Latino	Female	F1	Faculty 10 Month, Tenure	FT0331	0	Professor, Chemistry	25-Aug-07	F1	DR	9	57560
Black/African Am. Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0103	0	Professor, Nursing	25-Aug-07	F1	MA	16	58050
White Non-Hispanic	Female	F1	Faculty 10 Month, Tenure	FT0032	0	Professor, Dental Hygiene	25-Aug-07	F1	MA	13	54840
White Non-Hispanic	Female	F2	Faculty 12 Month, Tenure	FT0095	0	Services Rendered	25-Aug-07	AJ	MA	0	0
White Non-Hispanic	Male	F2	Faculty 12 Month, Tenure	FT0287	0	Counselor	25-Aug-07	F2	MA	7	58104
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0240	0	Professor, Mathematics	11-Aug-07	F1	M3	14	59410
White Non-Hispanic	Male	F1	Faculty 10 Month, Tenure	FT0343	0	Professor, Economics	1-Jul-07	F1	M3	0	120192

Valencia Community College

Appendix 6

Salary Information

Administrators Comparison Data: July 1, 2007 to June 30, 2010

Valencia Community College – Administrators Comparison: July 1, 2007 to June 30, 2010
And July 1, 2010 to Present

Ethnicity	Gender	Eclass	Eclass Descr	Posn	Suff	Title	Job Eff Date	Table	Grade	Step	Salary
White Non-Hispanic	Female	A3	Administrative Staff	SE0703	0	Dean of Students - Osceola	25-Oct-10	AP	F	0	83943
White Non-Hispanic	Female	A3	Administrative Staff	SE0836	0	Assistant General Counsel	30-Aug-10	AP	E	0	92000
White Non-Hispanic	Female	A3	Administrative Staff	SE0849	0	Dean, Allied Health	30-Aug-10	AP	F	0	83943
White Non-Hispanic	Female	A3	Administrative Staff	SE0920	0	Associate VP, Organization Dev	8-Aug-10	AP	F	0	115000
White Non-Hispanic	Female	A2	Executive Staff	SE0757	0	Provost - Osceola Campus	19-Jul-10	AP	G	0	146800
White Non-Hispanic	Female	A3	Administrative Staff	SE0588	0	Dean, Communications, W	19-Jul-10	AP	F	0	83943
White Non-Hispanic	Female	A3	Administrative Staff	SE0791	0	Dean, Commun/Humanities, O	12-Jul-10	AP	F	0	83943

Ethnicity	Gender	Eclass	Eclass Descr	Posn	Suff	Title	Job Eff Date	Table	Grade	Step	Salary
White Non-Hispanic	Female	A3	Administrative Staff	SE0814	0	Dean, Arts/Entertainment, E	1-Jan-10	AP	F	0	81498
White Non-Hispanic	Male	A3	Administrative Staff	SE0648	0	Dean, Humanities/Foreign Lang, E	1-Jan-10	AP	F	0	92162
White Non-Hispanic	Female	A3	Administrative Staff	SE0592	0	Dean, Science, W	1-Jan-10	AP	F	0	94340
White Non-Hispanic	Male	A3	Administrative Staff	SE0752	0	Asst VP, Academic Learning Sup	16-Nov-09	AP	F	0	90000
White Non-Hispanic	Female	A3	Administrative Staff	SE0750	0	Director, Honors Program	21-Sep-09	AP	E	0	78000
White Non-Hispanic	Female	A3	Administrative Staff	SE0633	0	Asst VP, Marketing/Media Rel	21-Sep-09	AP	F	0	110000
White Non-Hispanic	Female	A3	Administrative Staff	SE0805	0	Director, Student Success	14-Sep-09	AP	E	0	78000
White Non-Hispanic	Male	A3	Administrative Staff	SE0927	0	Dir, Network & Infrastructure	1-Jul-09	AP	E	0	84880
Not Reported	Male	A3	Administrative Staff	SE0926	0	Dir, Enterprise App Services	1-Jul-09	AP	E	0	87700
White Non-Hispanic	Male	A3	Administrative Staff	SE0929	0	Dir, Web and Portal Services	1-Jul-09	AP	E	0	63439
White Non-Hispanic	Female	A3	Administrative Staff	SE0923	0	Assistant Chief Info Officer	1-Jul-09	AP	F	0	121200
White Non-Hispanic	Male	A3	Administrative Staff	SE0928	0	Dir, Technology Supp Services	1-Jul-09	AP	E	0	61200
White Non-Hispanic	Female	A3	Administrative Staff	SE0585	0	Assistant Provost - West	2-Jan-09	AP	F	0	79986
White Non-Hispanic	Male	A3	Administrative Staff	SE0815	0	Assistant Provost - Lake Nona	27-Dec-08	AP	F	0	84012
White Non-Hispanic	Male	A3	Administrative Staff	SE0736	0	Director, Crim Just Institute	7-Jul-08	AP	E	0	90000
Hispanic/Latino	Female	A3	Administrative Staff	SE0651	0	Dean, Social Science, E	7-Jul-08	AP	F	0	84454
White Non-Hispanic	Male	A2	Executive Staff	SE0813	0	Exec Dean, Econom Develop/S.I.	1-Jul-08	AP	G	0	122346
White Non-Hispanic	Female	A3	Administrative Staff	SE0792	0	Dean, Math, Scien/Psych, O	1-Jul-08	AP	F	0	87278
White Non-Hispanic	Male	A3	Administrative Staff	SE0586	0	Dean, Archit, Engin/Techn	1-Jul-08	AP	F	0	101402
Hispanic/Latino	Female	A3	Administrative Staff	SE0587	0	Dean, Bus, Behav/Social, W	20-May-08	AP	F	0	89338
White Non-Hispanic	Male	A2	Executive Staff	SE0755	0	Provost - West Campus	17-May-08	AP	G	0	140000
Black/African Am. Non-Hispanic	Female	A3	Administrative Staff	SE0753	0	Asst VP, Workforce Dev	1-Oct-07	AP	F	0	90000

| College Employment Equity Accountability Plan

Valencia Community College

Appendix 7

College Policy – 6Hx28:3E-02

Policy: 6Hx28: 3E-02

Responsible Official: Executive Vice President and Chief Learning Officer

Specific Authority: 1001.65, FS.

Law Implemented: 1001.65, FS.; 6A-14.0247 FAC.

Effective Date: 04-17-07

Policy: 6Hx28:08-10

Responsible Official: Executive Vice President and Chief Learning Officer

Specific Authority: 1001.65, FS.

Law Implemented: 1001.65, FS.; 6A-14.0247 FAC.

Effective Date: 04-17-07

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. Evaluation of tenured and tenure track faculty will be done according to procedures approved by the President or designee in consultation with the Faculty Council. Tenure shall only be awarded 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 annual employment 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. Tenure shall be further defined as follows:

Tenure is 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 over a period of at least three years 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 the District Board of Trustees.

Procedures:

I. Reasons and Principles for the Award of Tenure

   A. Valencia Community College recognizes the following principles as underlying the award of tenure by the college.

      1. Tenure is one of the instruments by which standards of excellence are maintained in the academic community.

      2. Tenure provides significant protection for academic freedom. Academic freedom is essential for maintaining social and political freedom in a democracy.

      3. Professors sometimes choose to discuss controversial issues. It is recognized that some individuals could be offended in the process. Tenure protects faculty from capricious and arbitrary retribution which might otherwise result from such controversy.

      4. Tenure, applied wisely, gives dignity, recognition, and stability to worthy members of the profession.

      5. Tenure is a positive and important factor in attracting and recruiting talented faculty.

      6. The body of tenured faculty gives stability and continuity to an institution and inspires confidence, pride, and recognition of the institution within the community.

   B. The tenure decision-making process should be:

      1. Informed by formal input from tenured faculty;

2. Based on dean, peer, and student (when collected) observations to the record;

3. Public (details of individual decisions treated with discretion, subject to law);

4. Formative (in-progress; helpful, encouraging, supportive, non-adversarial);

5. Collaborative and inclusive;

6. Transparent (clear to all: candidates, peers, administrators);

7. Competency & performance-based (demonstrating abilities/capabilities of professional, learning-centered faculty);

8. Fair and consistent in application;

9. Based upon literature examining best practices in teaching/learning;

10. Tied to candidate's scholarship of discipline, academic/performance standards, and evidence of student learning.

C. The induction process should:

1. Foster trust and respect;

2. Be a mentored experience;

3. Create on-going communication with the candidate (from multiple sources);

4. Nurture long-term commitment to institutional goals;

5. Produce individual growth (be developmental);

6. Be flexibly tailored and provide adequate resources for learning;

7. Feature clear and consistent procedures and criteria for evaluation.

These procedures may be amended from time to time by the President or designee in consultation with the Faculty Council.

It is intended that the procedures adopted under this policy shall be complied with fully and in good faith; provided, however, that the policy on Award of Tenure and Evaluation of Tenured and Tenure Track Faculty and these implementing procedures shall not become part of any contract of employment or create any property right or establish any procedural or substantive due process requirement unless specifically so provided herein.

II. Criteria for the Award of Tenure

A. To become eligible for consideration for tenure: Acceptable Portfolio (ILP)

B. Successful Performance and Demonstration of the Essential Competencies of a Valencia Educator as evidenced by the following, without limitation:

Formal/Informal evaluations, classroom and laboratory performance, student conferences, department participation, curriculum development, service on committees, service to program, department, and college,

counseling and guidance, professional development, and service to the community, where appropriate.

1. Classroom/work observations

2. Student evaluations

3. Contributions to/participation in the department, campus and college

4. Feedback from several sources, including without limitation, deans, department chairs, area coordinators, faculty, and students' evaluations.

5. Completion of three (3) years of satisfactory service at Valencia during a period not in excess of five (5) years with such service being continuous except for leave duly authorized and granted.

C. Other criteria for the award of a continuing contract that the college may consider include, without limitation, educational qualifications, efficiency, compatibility, character and capacity to meet the educational needs of the community, and the length of time the duties and responsibilities of this position are expected to be needed. The weight afforded each criterion may vary, depending on factors unique to the each candidate's specific faculty line. At the outset of a candidate's tenure track employment at the College, the candidate's dean shall inform the candidate of such unique factors. The college shall provide in writing to faculty a copy of the criteria for a continuing contract.

D. Positive recommendation by the president and approval by the District Board of Trustees for continuing contract.

III. Procedures for Pre-Tenure Evaluations / Valencia's Tenure Process Components:

A. General
Any reference to the position of dean in these procedures shall include directors.

These general procedures should promote the following:

1. Availability of in-service training for all faculty who are involved in the tenure review/evaluation process.

2. Appropriate uniformity and consistency of the evaluation process among campuses and among departments within each campus, including, but not limited to, the use of uniform assessment and evaluation forms.

3. Appropriate review and revision of job descriptions for faculty positions.

B. Individualized Learning Plan (ILP)

1. An Individual Learning Plan (ILP) is a tenure candidate's professional development plan. The ILP is written by the candidate, in collaboration with the dean. The plan spells out what the faculty member wants to learn, achieve, or accomplish during the pre-tenure process. The plan should be based on genuine need and desire to improve teaching, counseling or librarianship, keeping in mind division needs. The learning outcomes should be directly connected to the candidate's professional practice, considering both pedagogy and discipline. To that end, the outcomes explore the Essential Competencies of a Valencia Educator. The plan includes 2-3 (sometimes more) specific Learning Outcomes. Most ILPs also include an

Action Research Project. ILP work is demonstrated in a Faculty Portfolio which is reviewed annually by the tenure candidate's ILP/Portfolio Review Panel.

2. Assessment of the ILP

a. The ILP/Portfolio Review Panel is appointed by the dean and provides formative feedback on the candidate's growth in the Essential Competencies and achievement of the Learning Outcomes. ILP work is documented, in a paper, mixed media, or online portfolio with artifacts that are assessed and eventually evaluated by the ILP Review Panels according to the Valencia Standards of Scholarship. Each ILP Review Panel should be made up of one tenured colleague from the candidate's discipline and campus, one tenured colleague from the candidate's discipline but from another campus, and one tenured colleague from a different discipline on any campus. Flexibility in membership is acceptable, for reasons including without limitation departmental diversity and specialization.

b. Annual or more frequent review of ILP progress (formative feedback) is conducted by the ILP Review Panel and the dean. ILP reviews will take place on a Valencia campus. Unless otherwise authorized by the college, written ILP reports following years one and two shall be available to tenure candidates within two weeks of the review.

c. To the extent possible, the membership of each ILP Review Panel should be constant over time (same dean and same tenured faculty).

d. A college-wide process will be developed and employed to ensure that ILPs involve comparable effort and quality of outcome in spite of their unique, individualized nature.

e. The ILP Review Panel provides a summative commentary on ILP completion to the record. One unified report should be sent to the tenure candidate by the dean after the Year-one and Year-two ILP/Portfolio Review Panel meetings. The report should reflect the consensus of the ILP Review Panel with the full balance of findings, including the strengths and areas needed for improvement.

f. Portfolios documenting completion of the ILP may be submitted in paper, digital or mixed media formats according to the wishes of the candidate. Content must be equivalent across formats; guidelines should be established by the ILP Review Panel with room for flexibility based on the candidate's project.

g. Each major element of the portfolio must be present [Goals (ILP, Philosophy, and Professional Background), Reflective Critique, Analysis of all seven Essential Competencies, and Documentation of Learning Outcomes]; however, if one element is not at the acceptable level the overall review of the portfolio is not necessarily unacceptable. An Action Research Project (ARP) is encouraged to be included in each ILP; however, an ARP is not a required element. Each dean and candidate will make the appropriate needs assessment regarding the value of an ARP to the candidate's ILP.

h. The final portfolio will be ranked "not acceptable" or "acceptable", with comments included to express exemplary performance or substantial concerns.

i. A report that synthesizes ILP Review Panel findings on the final portfolio will be prepared for each tenure candidate. If any member of the panel has views differing from those expressed in the report, an additional "minority" report should be prepared.

j. A final portfolio will be considered unacceptable only if a majority of the ILP Review Panel members considers the portfolio as a whole unacceptable. A portfolio that is considered acceptable by two out of four panel members will be considered acceptable.

k. Each ILP Review Panel (and each panelist) will base assessments on the standard Portfolio Rubric. The final portfolio will be assessed holistically according to the standards set in the Portfolio Rubric. Professional ethics and open access to all primary materials by the ILP Review Panel, Tenure Review Committee, Provost, Chief Learning Officer, and President will ensure use of the standard Portfolio Rubric for assessments.

l. Completion of a portfolio is intended to be a three-year process. However, if a candidate receives "acceptable" or "exemplary" on all portfolio elements at the end of year two, the candidate will not be required to modify the portfolio for the year-three summative evaluation. The candidate could, however, choose to modify the portfolio, for example to strengthen an "acceptable" element to make it "exemplary".

m. All deadlines established for the orderly administration of the ILP review process shall be observed by candidates. Failure to observe deadlines may result in immediate rejection of the portfolio or may otherwise hinder a candidate's eligibility to be considered for tenure or receipt of tenure. With all of the following stipulations met, an extension of time for submission of the final portfolio could be recommended to the dean by the ILP Review Panel:

   i. Extraordinary extenuating circumstances, and

   ii. Documentation of good progress towards completion, and

   iii. Timely appeal to the ILP Review Panel

The recommendation of the ILP Review Panel would be forwarded by the dean to be considered and acted upon by the Provost, Chief Learning Officer, and/or President, as may be deemed appropriate.

n. Completion of an "acceptable" portfolio is a necessary prerequisite to become eligible for further consideration by the college to receive a continuing contract. When a candidate's final portfolio is considered "unacceptable" by his or her ILP Review Panel, the candidate may appeal to the appropriate Tenure Review Committee, which would refer the matter to a second ILP Review Panel for further consideration and review. The second Review Panel should consist of one dean and three tenured faculty members selected by the Tenure Review Committee from the pool of trained ILP reviewers.

None of the members of the candidate's original ILP Review Panel are eligible to serve on the second Review Panel. The second ILP Review Panel will consult all primary sources, including the original panel's final report. The second ILP Review Panel should assess the portfolio holistically taking into consideration the original panel's final report. If the second Review Panel finds the candidate's portfolio to be "acceptable," then the prerequisite for further tenure consideration would be considered met. Therefore, a portfolio deemed unacceptable by the second ILP Review Panel disqualifies the candidate and renders them ineligible for further consideration for tenure. Regardless of the final decision, the candidate's official record would include both the original ILP Review Panel's report and the second Review Panel's report.

3. Infrastructure for Assessment of the Individualized Learning Plan (ILP)

    a. Deans will assemble ILP Review Panels for newly hired tenure candidates by the end of September of the candidates' first tenure-track year.

    b. Deans will work with the Office of Teaching/Learning Support each January to plan and schedule ILP review team training. All review panel members, including selected faculty and deans, will participate in mandatory ILP review team training before they begin their work with tenure candidates. Teaching Learning Support will make every effort to provide training opportunities.

    c. Each year's ILP review team training will result in a pool of tenured faculty prepared to provide formative assessment and summative evaluation of ILPs. That pool should expand each year until it includes an appropriate number of faculty. Training will be open to all tenured faculty. Supplemental training will be provided as deemed appropriate.

4. Professional Performance

    a. Tenure-track teaching faculty members will receive classroom observations by the dean or by a tenured designate of the dean at least once during each term during the first two terms of tenure-track employment. More frequent classroom observations may be conducted during the tenure track period, as deemed appropriate by the dean. Tenure-track counselors and librarians will receive work observations at least once during each term during the first two terms of tenure-track employment, or more frequently during the tenure track period as deemed appropriate by their supervisor. These observations will be planned in advance with evaluation criteria provided to the tenure-track faculty member beforehand. A post-observation meeting between the dean and/or the designated reviewer and the tenure-track faculty member is required within two weeks of the classroom/work observation. As part of this meeting, a formal report will be prepared and given to the tenure-track faculty member and the dean, where the review was prepared by a tenured designate, stating specific strengths as well as concerns and detailed suggestions for improvement.

    b. Student Assessment of Instruction forms will be administered at or near mid-term and at the end of each term for the first two terms of tenure track employment, at the minimum, for tenure-track

faculty members, or more frequently during the tenure track period as deemed appropriate by the dean. These completed forms, or copies thereof, will be provided to the tenure-track faculty member within two weeks of administration. Similar procedures with appropriate evaluative instruments will be followed for tenure-track librarians and counselors.

c. At a minimum, deans will evaluate tenure-track faculty members at the end of each term, excluding summer terms, during the tenure-track period, or more often, including summer terms, during the tenure track period as deemed appropriate by the dean, to determine the levels of performance in each applicable area. The levels of performance in each applicable area are based on excellent, acceptable, or below-acceptable standards. Evaluation reports will be provided to the tenure-track faculty member and kept as part of division records.

d. In the event of below-acceptable performance, the dean or a tenured designate of the dean will make specific recommendations for improvement and will continue evaluations and or observations, including post-observation meetings and formal reports, each term until an acceptable level is achieved or until it is determined that reappointment will not be recommended.

e. When faculty members enter the final year of pre-tenure employment, and are not performing acceptably, the college may notify them in writing that they will not be recommended for tenure at the end of the third year; however, the failure to give such notice shall not entitle the faculty member to receive a continuing contract.

5. A Tenure Review Committee (TRC) will be created for eligible tenure candidates. The Tenure Review Committee examines information relative to candidate pre tenure performance.

Campus Divisions
In each campus division, for eligible tenure candidates, two tenured faculty members are elected annually by the division's tenured faculty to serve as members of the TRC in an advisory role to the dean in making that year's tenure recommendations.

Collegewide Divisions
Only for the purposes of this procedure, counselors, librarians, and SLS faculty are considered to serve respectively in divisions that are not campus based, but collegewide in scope. In each collegewide division, for eligible tenure candidates, two tenured faculty members are elected annually by the division's tenured faculty to serve as members of the TRC in an advisory role to the dean in making that year's tenure recommendations.

Divisions with less than Three Tenured Faculty Members
Until there are at least three tenured SLS faculty, for eligible tenure candidates in that collegewide division, two tenured faculty members from different campuses are elected annually by the college's tenured faculty to serve as members of the TRC in an advisory role to the dean in making that year's SLS faculty tenure recommendations. Election procedures for other small divisions are to be determined.

The Tenure Review Committee examines the following materials:

a. Performance evaluation documents, which may include formal Evaluation of Faculty instruments (required by annual process), supplementary evaluations, and information related to classroom and laboratory performance, student conferences, department participation, curriculum development, service on committees, service to program, department, and college, counseling and guidance, professional development, and service to the community;

b. Student Assessment of Instruction data, as applicable;

c. Classroom Visitation forms and reports, as applicable;

d. Written Synopsis of Feedback from several sources, including without limitation, deans, directors, program and department chairs, coordinators, and faculty.

e. ILP/Portfolio Final Report(s) (The Tenure Review Committee does not re-evaluate the acceptability of the ILP artifacts/portfolio).

  1. The dean will make a recommendation to the campus Provost regarding tenure. A written report of the Tenure Review Committee, including the comments of faculty on this committee, will be forwarded to the Provost with this recommendation.

  2. Provosts will make recommendations regarding tenure to the Chief Learning Officer, who in turn recommends to the president. Tenure may be awarded by the District Board of Trustees upon the positive recommendation of the president.

  3. Presentation of tenure to professors will be acknowledged by the college and the department in an appropriate manner.

f. Procedures for Post-Tenure Evaluations

0. At a minimum, tenured faculty will be formally evaluated by deans on an annual basis.

  1. These evaluations will involve a two-way communication between the dean and the faculty member and will be signed and dated by both parties. The signature of the faculty member on the written evaluation report is solely for the purpose of acknowledgement of receipt of the evaluation.

  2. The evaluation will review the year's accomplishments and challenges in terms of classroom and laboratory performance, student conferences, student development, department participation, curriculum development, service on committees, counseling and guidance, professional development, and service to the community, where appropriate. The written evaluation report will indicate actions that will be taken in the coming year for the improvement of the faculty member and the educational

program. Any performance issues and challenges, along with recommendations for their resolution will be discussed and clearly stated in the written evaluation report.

3. Faculty member's goals for the coming year will be established.

4. Deans will send copies of the written evaluation report to the provost, to the faculty member, and to the Human Resources office.

Related Documents and Policies:

History:

Formerly 6Hx28:5-07; Amended 12-11-74; Amended 1-19-83; Amended 10-23-91; Amended 11-18-92; Amended 07-17-01; Amended 04-17-07; Formerly 6Hx28:08-10; Procedure Amended 01-21-11.