

Timeline for Accelerated Tenure Process, Attachment 2

Phase 1: Program and Position Reviews

Winter 2016

For AA positions in place as of July 1, 2015, a program and position review is initiated by administration according to criteria that will be shared with faculty. Faculty will play an advisory role in the process.

Spring 2016

Program and position reviews continue.

Spring to Fall 2016

Program and position reviews of current AA positions completed and findings shared with faculty with the following possible outcomes:

- (A) Conversion to tenure-track is not approved but annualized association position is continued;
- (B) Conversion to tenure-track is not approved and annualized associate position is eliminated/reverts to part-time;
- (C) Conversion to tenure-track is approved but current instructor individually negotiates a multi-year temporary fulltime contract with an expiration date no later than June 30, 2018 to coincide with the span of the Board approved PCFA contract, with the understanding that the position will open up at the end of the temporary contract;
- (D) Conversion to tenure-track is approved and competitive hiring process is initiated.

Phase 2: Continuing Positions (Outcomes A,B, and C from Phase 1)

Spring/Summer/Fall 2016

The following are the next steps for the categories above that do not involve a competitive hire:

- (A) AA process as per new contract begins. Employee stays AA, employee is evaluated at least once every five years, and a program/position review is conducted every three years.
- (B) Position is now covered by quarterly part-time contracts and the AA process no longer applies.
- (C) Multi-year temporary contract negotiated and signed, effective starting in 2016-17. If program assessment does not change, administration initiates hiring process for tenure-track position a year before the expiration of the temporary contract so that new person is in place when current person leaves the position.

Phase 3: Hiring Process for New Tenure Track Positions (Outcome D from Phase 1)

Spring/Summer/Fall 2016

Instructor currently in the position is informed of the job posting.

Job description created, hiring committee formed, new position paperwork done with HR.

Current instructor guaranteed interview if minimum qualifications of the job description are met.

New annual contract created for 2016-17 for person currently in the position.

Summer/Fall/Winter 2016

New positions posted, competitive process begins.

Fall/Winter/Spring/Summer 2016-2017

Screenings, interviews, and hires.

All hires to be complete (or failed searches declared) by end of Summer 2017.

Phase 4: Tenure Review Process

Fall 2017

New hires begin tenure process. AA's who become tenure-track will have a two-year process. Outside hires will have three-year process.

End of fall 2017, tenure-track faculty are given feedback from their committees and have the next year to respond to any recommendations.

Fall 2018

Second year of tenure process. Converted AA's complete their tenure review process.

January 2019

Feedback and committee recommendations completed by the end of the month.

Spring 2019

Converted AA's who successfully complete 2-year tenure review process will be recommended for tenure to the Board.

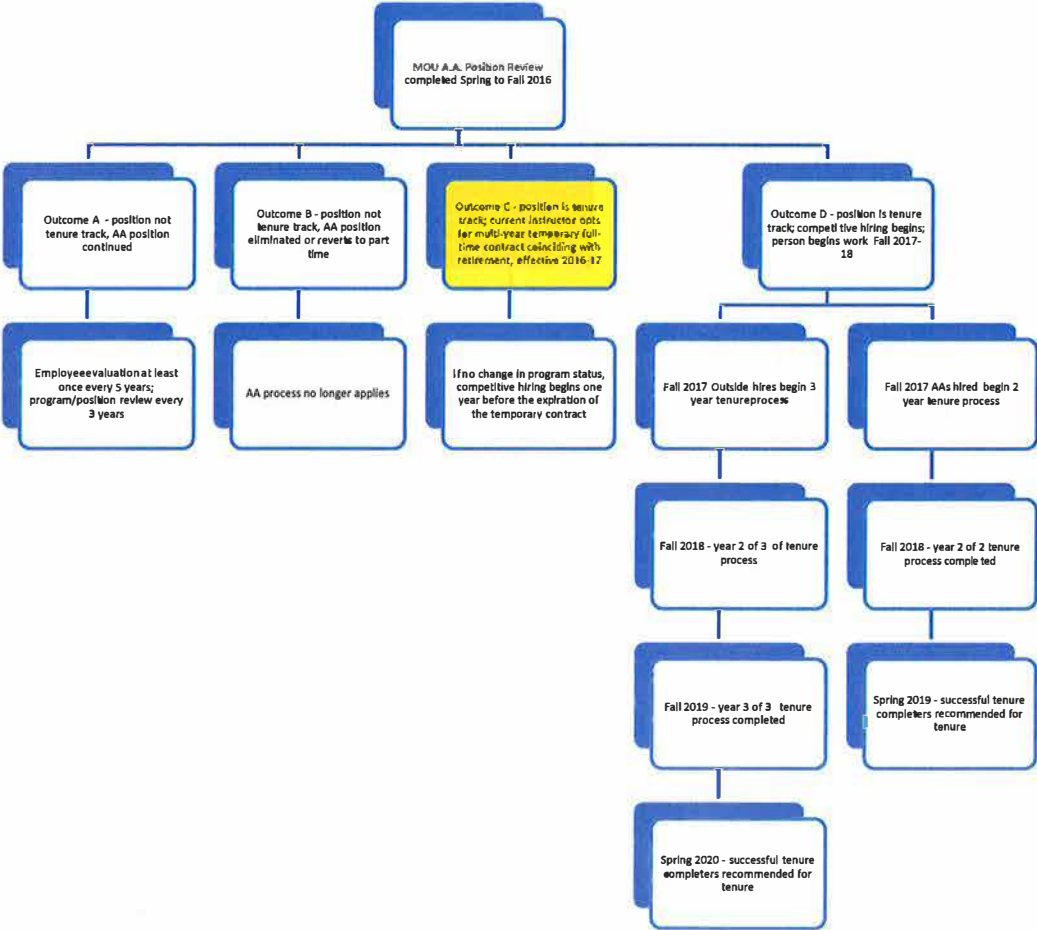
Fall 2019

Third year of tenure-review process completed for outside hires.

Spring 2020

Outside hires who successfully complete 3-year tenure review process will be recommended for tenure to the Board.

TIMELINE FOR TENURE CONSIDERATION OF A.A. POSITIONS/PROGRAMS IN PLACE a/o JUNE 30, 2015 MOA 15-18-02 ATTACHMENT 1



9.1.2.1.1. Annualized Associate academic employee shall be compensated pro rata from the full-time academic employee salary schedule – Appendix B, shall carry academic employee benefits as defined herein for associate academic employee, and shall carry pro rata non-instructional responsibilities.

9.1.2.1.2. Such employment contracts will specify only a minimum employment level of fifty (50) percent annually as assigned by the Chief Instructional Administrator or designee or Vice President for Student Services depending upon the needs of the College programs.

9.1.2.1.3. Such appointments are for one year only and may be renewed with the approval of the Chief Instructional Administrator or Vice President for Student Services.

9.1.2.1.4. The calculation of percentage of load for determining annualized associate academic employee status shall conform to the full-time load stipulations as described in Article 10, Section 2. Calculations for determining percentage of full-time teaching load shall be limited to credit-bearing courses.

9.1.2.2. Conversion of Annualized Associate Positions to Tenure Track Positions

9.1.2.2.1 Academic employees filling Annualized Associate positions created after June 30, 2015, will receive annual evaluations for the first three years they are in the position.

- a. The evaluation of academic employees filling Annualized Associate positions will comprise a self-evaluation, student evaluations, and observation in each of the first three years.
- b. The evaluation of academic employees filling Annualized Associate positions will follow the evaluation process described in 13.1 during years four through six if the position continues beyond the first three years.

9.1.2.2.2 Annualized Associate positions created after June 30, 2015, will be reviewed by The Employer every three academic years for consideration as tenure track positions.

9.1.2.2.3 If the Employer determines that the position will be established as a tenure track position, the Employer will conduct a competitive search to fill the position. Incumbents will be given an interview for tenure track positions where minimum requirements of the position have been met.

9.1.2.2.4 If the Employer determines that the position will not be established as a tenure track position, the Employer may choose to continue the position. The continued Annualized Associate position is subject to 9.1.2.2.1.b, 9.1.2.2.2, 9.1.2.2.3, and 9.1.2.2.4.

9.1.2.3. Part-Time Academic employee: Part-time academic employee shall be appointed for less than an annual full time teaching load and shall be contracted quarterly. There is no seniority for part-time academic employees.

9.1.2.3.1. Such appointments shall be compensated from the part-time instructor salary schedule (Appendix C – Regular Part-Time Salary Schedule or Appendix D - Adult Special Interest Part-Time Salary Schedule).