

CITRUS COMMUNITY COLLEGE DISTRICT

BOARD POLICY

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TENURE

The Board of Trustees believes that the granting of tenure should be an active process which affirms the competence of its contract faculty. Thus, the Board of Trustees maintains that the granting of tenure based on a solid system of evaluation, supports academic freedom, continuity in academic and vocational programs, and the development of a permanent faculty committed to an effective and healthy college community. Therefore, through the process of evaluation, the Board of Trustees will grant tenure to those individuals who have been determined to be, and will likely continue to be, a positive asset to the District.

The Board of Trustees sets forth the following principles in regard to the granting of tenure:

1. It is recognized that the criteria used in the selection of faculty shall be a significant part of the criteria on which to base a decision regarding the granting of tenure.
2. It is recognized that the primary purposes of the tenure review of contract faculty are to recognize and secure excellent faculty, to enhance satisfactory performance, to help those who are performing satisfactorily to further their own growth, to identify weak performance, to assist faculty in achieving improvement, and to document unsatisfactory performance.
3. The tenure recommendation should be the result of a review process to identify teachers who are effective in the classroom and who are experts in the subject matter of their curriculum as well as counselors, librarians and other instructional and student services faculty who foster college effectiveness and who are experts in the subject matter of their specialty. In addition, the tenure decision should be based on a contract faculty member's commitment to the college as reflected in activities performed outside of the classroom. Examples of those activities include, but are not limited to: committee or task group participation; participation in relevant state, national or international professional organizations; publication of scholarly works; special contributions to the review and development of curriculum or other special service to the district.
4. Tenure decisions should be made by persons sympathetic and sensitive to the racial and cultural diversity of the community.

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5. Although the legal responsibility of granting tenure rests with the Board of Trustees, the process by which tenure decisions are recommended should foster cooperation between faculty, management, and the Board of Trustees in recognition of the vital roles of each group in tenure determinations.

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 9/05/91
 7/30/96

References

Education Code 87600-87615
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Citrus College Regulation 4115 - Tenure