

FACULTY
COMMITTEE
ON TENURE

Policies, rules and regulations of the board shall contain provisions for tenure appointment of teaching personnel. A statement on dismissal procedures is also included. [See DMB Local] In an effort to ensure adequacy and acceptance of policies relating to tenure, and in compliance with the provision of the policy stipulating under certain circumstances the convening of a "Faculty Committee on Tenure," such committee is hereby created.

The Faculty Committee on Tenure shall consist of three faculty members elected at-large by the full-time faculty and two faculty members appointed by the President. These individuals may not serve consecutive terms. Members will be selected by September of each year and serve for that school year - September through August.

The Vice President, Academic and Student Affairs, shall be assigned the responsibility of convening the committee for its initial meeting and moderating the meeting until a chair is selected from the membership of the committee.

FILLING
TENURE-TRACK
POSITIONS

When a tenure-track faculty position becomes open and there are renewable annual contract faculty who are credentialed in that teaching area, the Vice President, Academic and Student Affairs, in collaboration with the appropriate division chair, will recommend to the President whether the search should first be internal or whether it should simultaneously be both internal and external. The criteria to be utilized by the search committee for internal candidates are provided on the next page. These criteria, as appropriate, along with others as may be determined by the search committee, will be used by the search committee when external candidates are being considered. When a renewable annual contract faculty member is chosen for the tenure-track position, it is likely that an external advertisement for a renewable annual contract faculty position will occur to backfill the resulting vacated position.

If the tenure-track faculty position is open only to increase the ratio of tenure-track to renewable annual contract faculty to the desired number and does not involve adding a faculty member to the department, then the search will only be internal and no backfill would occur.

The criteria on the next page can also be utilized by tenure-track faculty as a guide to the kinds of behaviors that are valued in the determination of whether tenure is granted following the five-year period of pre-tenure contracts.

Tenure Selection Criteria (in order of importance)

Instructional Effectiveness

- Performance of duties
e.g. classes start/end on time, keeps office hours, good performance evaluations
- More use of Active Learning Applications
- Student Learning Outcomes
e.g. LOM & grades consistent, grading/LOM success not too low (or too high),
good student performance in next course in sequence as applicable
- Mentoring of students
- Student evaluation of instruction results

Service Activities

- Contribution to department/division
- Variety of teaching capabilities/flexibility
- Collegiality
- Dedication/Service to BC

Credentials and Growth

- Years of service/experience
(service at BC to carry more weight)
- Professional development participation
- Terminal degree (stronger credentials)

Other Considerations

- Mentoring of faculty/colleagues (H.S. also)
- Student advisement activities
- External references

CONTRACT AND NON-CONTRACT EMPLOYMENT:
TENURE

DDB-R
(LOCAL)

TARGET
TENURE-TRACK
RATIOS

Dept Faculty (excluding DC)	Target Tenure Track Number	Target Non- Tenure Track Number	Target % Tenure Track
1	1	0	100%
2	1	1	50%
3	2	1	67%
4	3	1	75%
5	3	2	60%
6	3	3	50%
7	5	2	71%
8	5	3	63%
9	6	3	67%
10	6	4	60%

Target of 50% - 75% tenure track for departments with more than 1 faculty

Target of no more than 2/3 tenure track with current faculty numbers