

Semester and Year: _____

Tenure Review Committee Employment Recommendation
FOR PROBATIONARY, NON TENURED FACULTY

Name of Evaluatee: _____

Discipline of Evaluatee: _____

Faculty Function(s) Being Evaluated: (check all that apply)

- Instructor
- Counselor
- Librarian
- Other (specify): _____

Location: (check one) Moorpark College Oxnard College Ventura College Other (specify): _____

1. Visits were made on (dates) _____

2. Conferences with this employee were held on (dates) _____

3. The Tenure Committee has reviewed the difference in weighting for first, second and third contracts found in the Tenure Article of the contract which states that, for the **first and second contracts**, all criteria are considered with *primary assignment-related criteria being the most important*, and, for the **third contract**, all criteria are considered, with the candidate now *expected to be a fully participating member of the campus community*.

4. The Tenure Committee has reviewed the employee’s professional qualities, job performance and portfolio. The committee’s overall evaluation of the employee is:

- Excellent**
- Satisfactory**
- Needs to Improve**
- Unsatisfactory**

5. The explanation for the rating of “Needs to Improve” or “Unsatisfactory” and an improvement plan are attached.

6. The Tenure Committee has reviewed the criteria for an employment recommendation found in the Tenure Article of the contract and, by a majority vote, recommends the following:

- Not to rehire (Candidate’s performance is unsatisfactory and continued employment is not recommended)
- Enter into a second year contract (Candidate needs to work further to develop skills and gain more experience before being considered for tenure)
- Enter into a third (2-year) contract (Candidate needs to work further to develop skills and gain more experience before being considered for tenure)
- Continue in third contract (Candidate needs to work further to develop skills and gain more experience before being considered for tenure)
- Grant tenure after (or during) third contract and employ as a regular faculty member (Candidate has demonstrated continual professional growth, has improved appreciably and would be an asset to the institution)
- Grant tenure during the first or second year contract (A continued period of probation is unnecessary because the candidate has demonstrated all of the following:):
 - Is exceptionally strong in all areas of the evaluation criteria
 - Has demonstrated continued professional growth.
 - Has improved appreciably in performance on the evaluation criteria
 - Has become a fully participating member of the college community
 - Would be an asset to the institution

Committee Members: (Please sign and print name)

7. Rationale for the recommendation: If additional space is required a blank page follows.

Blank page for additional comments.

Please sign this form after you have completed the evaluation meeting.

I am aware of my rights as provided in Article 11 of the VCCCD Agreement. I have read this report, am aware of the opportunity to add my own comments, and recognize that I have the right to discuss it with the college president if I so desire.