

# Executive Faculty Council

## Review of Tenure at the Alamo Colleges District:

### “New Era Tenure Proposal”

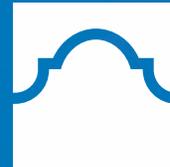
Presenters:

Dr. Aaron Prado

Judah Leggett

Presentation to the Board of Trustees –

May 17, 2022



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National Quality Award  
2018 Award Recipient

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# EFC Charge – Review of Tenure at Alamo Colleges

Tenure was suspended at the Alamo Colleges District 2011. Since that time, significant improvements have been made to Faculty Development and Faculty Performance Evaluations.

Opportunities identified in the EFC Charge:

- Tenure provides concrete benefits to the institution, protecting:
  - Quality of instruction for students
  - The ability teach with integrity
  - Academic freedom
- Tenure will benefit Alamo's commitment to Diversity, Equity, and Inclusion, ensuring new hires have the same opportunities as currently tenured faculty members
- Implementation of tenure-track would be budget-neutral



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# EFC Ad Hoc Committee Members

## Tenured and Non-Tenured Faculty

- Dr. L Lennie Irvin – SAC
- Daniel Flores – SAC
- Dr. Amanda J Salinas – PAC
- Vicente Guillot – PAC
- Dr. Brian Stout – NVC
- Dr. Fiona McWilliam – NVC
- Albert Guerra – SPC
- Dr. Mary Kelaita – SPC
- Dr. Karla Kosub – NLC
- Dr. Anthony Lack – NLC

## Co-Chairs:

- Dr. Aaron Prado – NVC Faculty Senate President
- Judah Leggett – NLC Faculty Senate President

## Administrative Support:

- Dr. Julie Moore-Felux – Department Chair, NVC (Returning to faculty Fall 2021)
- Beth Tanner – VPAS, PAC
- Cynthia Katz – Executive Faculty Council Fellow
- Linda Boyer Owens – Vice Chancellor for Human Resources, DSO

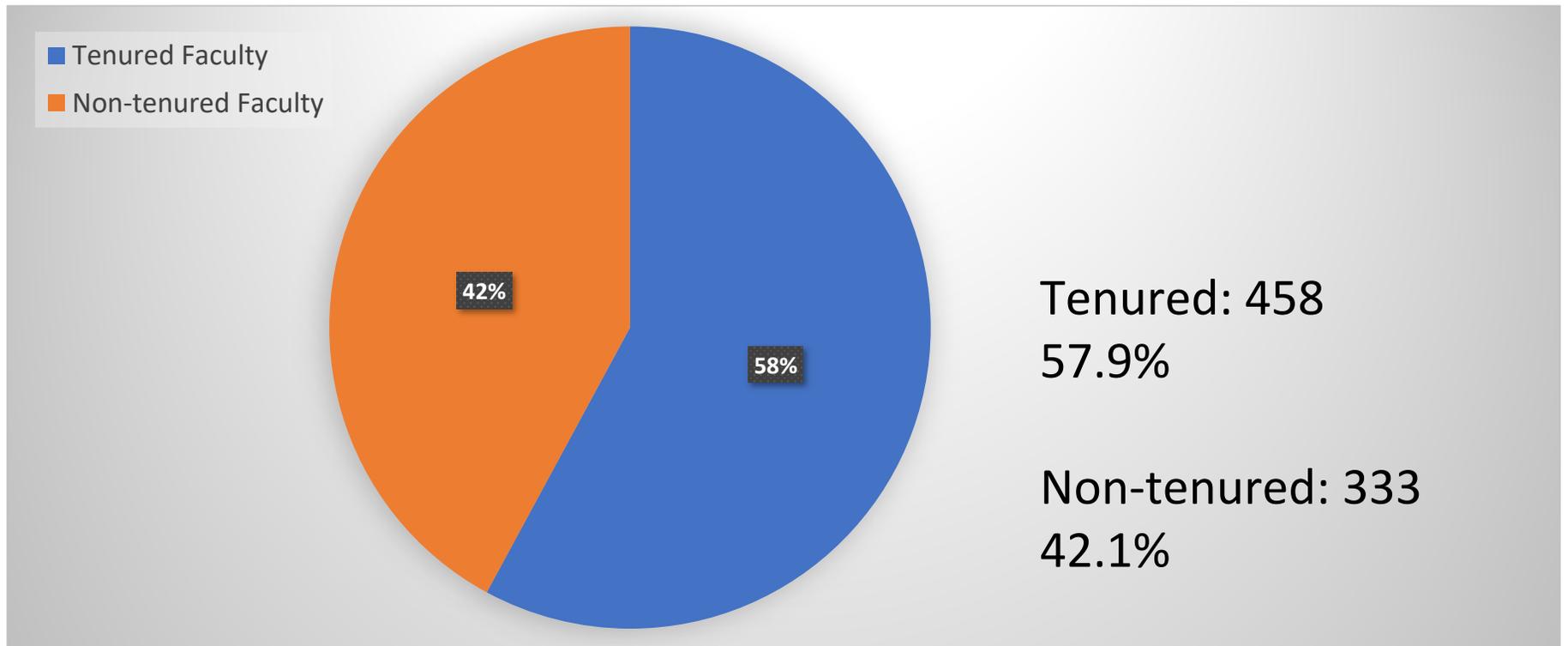


## EFC Ad Hoc Committee Methodology

- Conduct literature review of what defines tenure and the current state of tenure across the nation and at peer institutions.
- Research the connection between faculty performance and student success as they relate to tenure.
- Assess recent improvements in faculty performance evaluation and faculty development at the Alamo Colleges District (ACD).
- Review ACD policies and procedures related to the tenure-track system.
- Perform a landscape analysis of tenure models at peer institutions.
- Create recommendations for reimplementation of tenure at ACD
- Survey faculty about tenure recommendations.



# Faculty Status Across the Alamo Colleges District in Fall 2019



# Overview: Components of the Tenure System

Probationary Period

Tenure Application/Decision

Accountability



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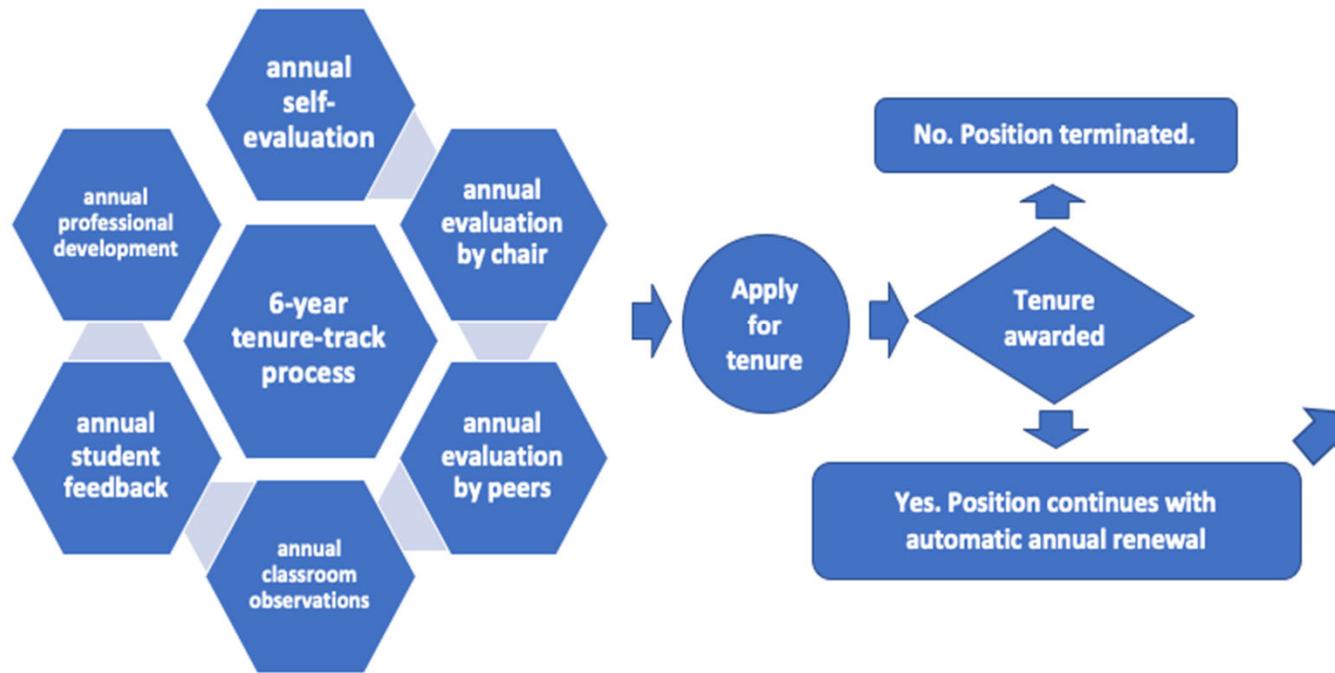


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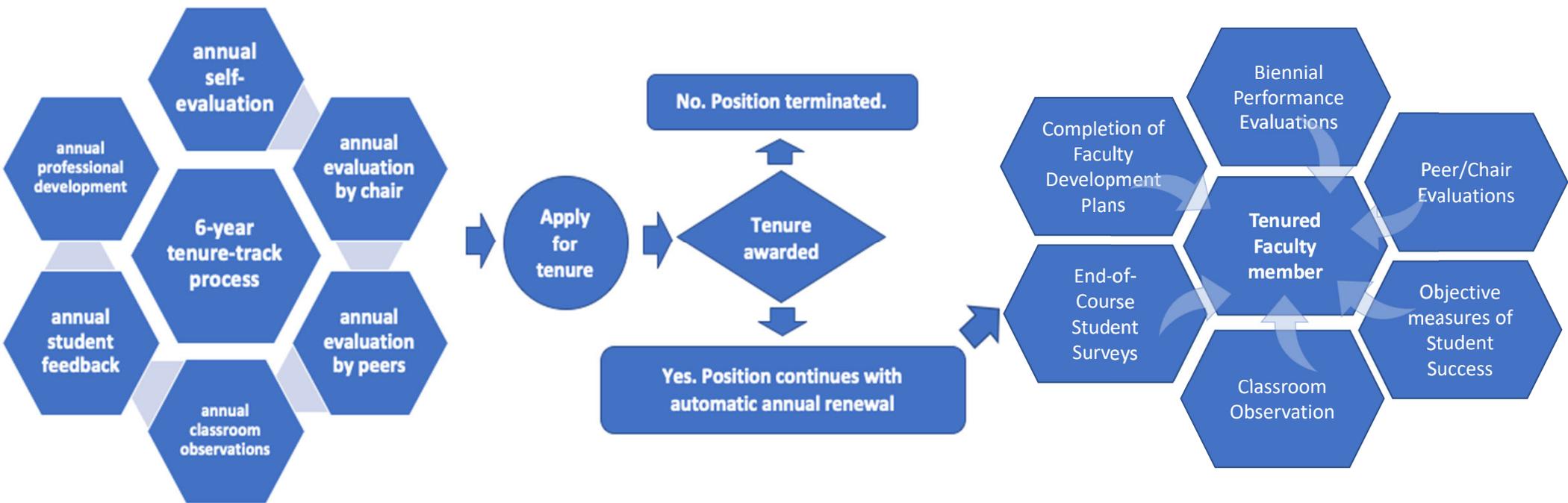


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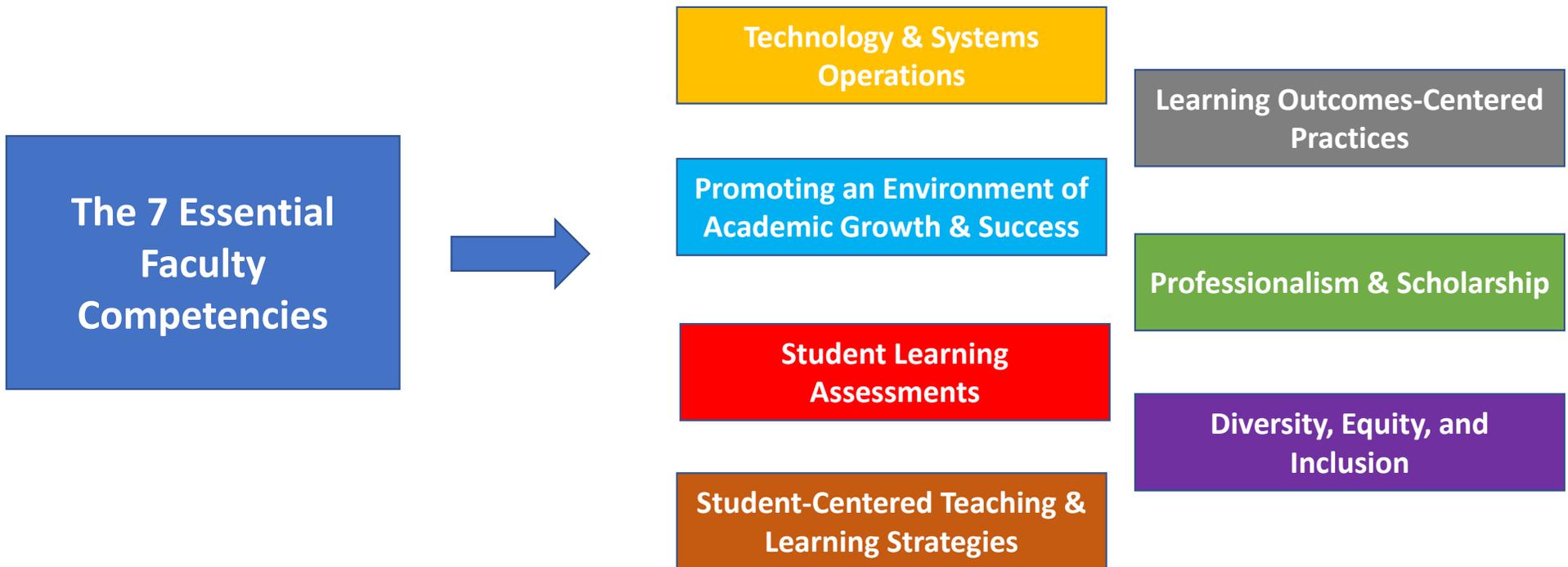


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## Recommendation 1:

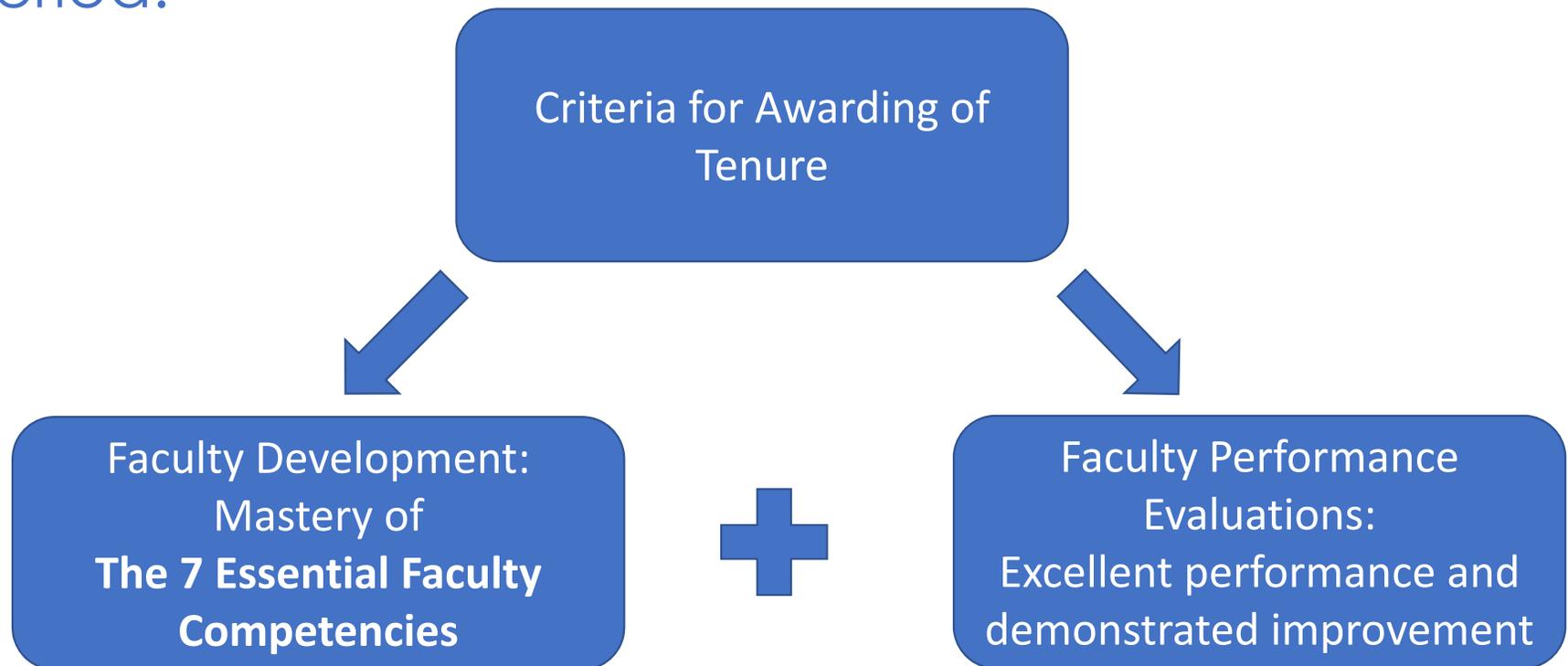
The probationary period will include a planned and guided **Faculty Development** “Pathway” for continual improvement and growth in the **“Seven Essential Faculty Competencies.”** Faculty members will develop faculty development plans with their department chairperson each year.



Recommendation 1: During the probationary period, faculty members will receive **annual faculty performance evaluations** and **peer mentoring**.

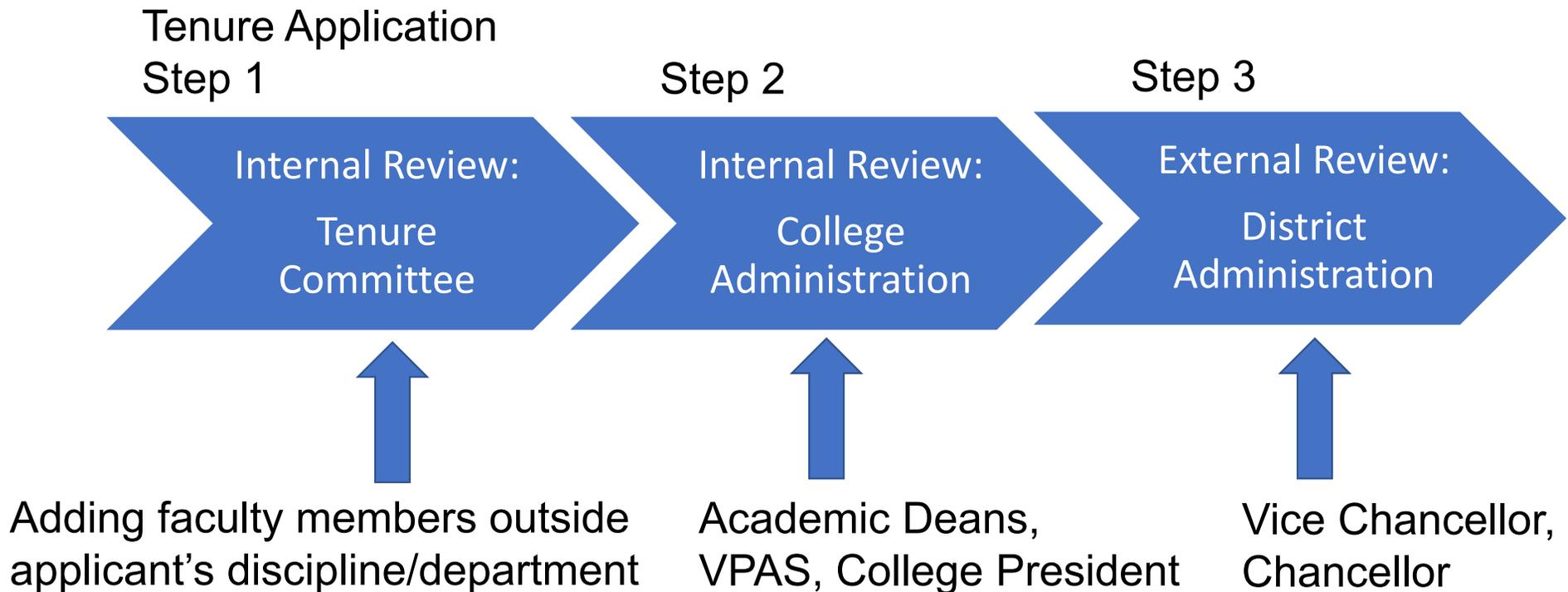


Recommendation 2: Criteria for the awarding of tenure will be based on faculty development and performance evaluations during the probationary period.



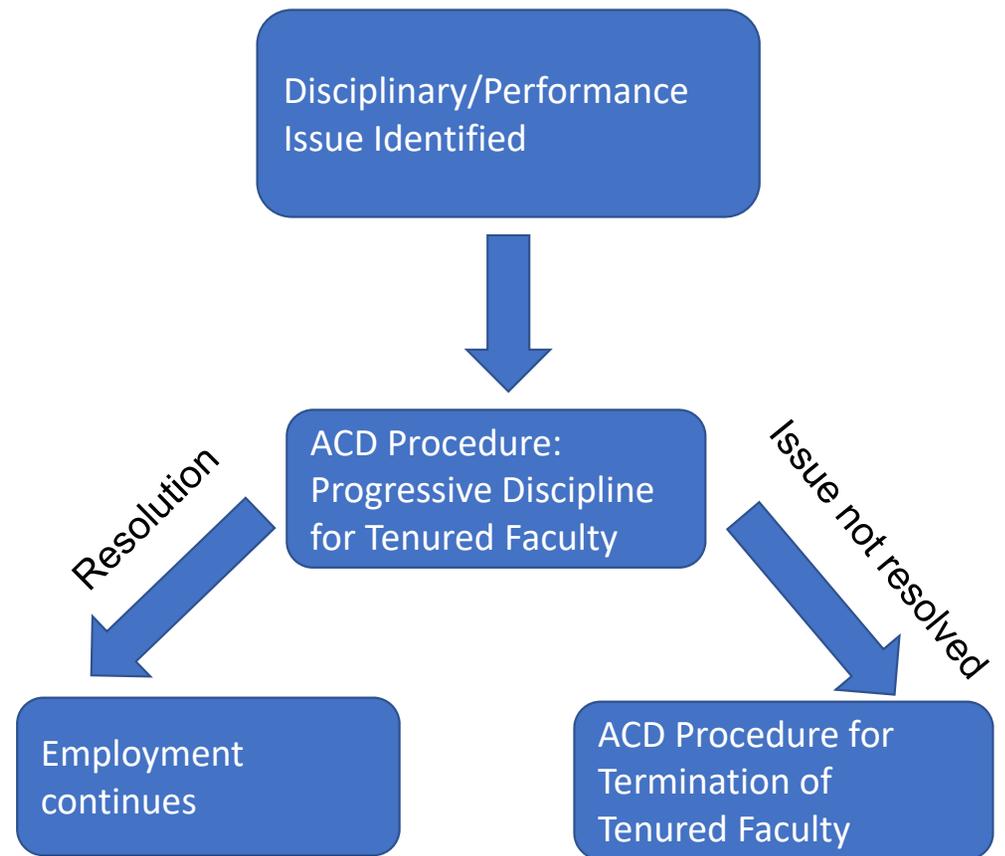
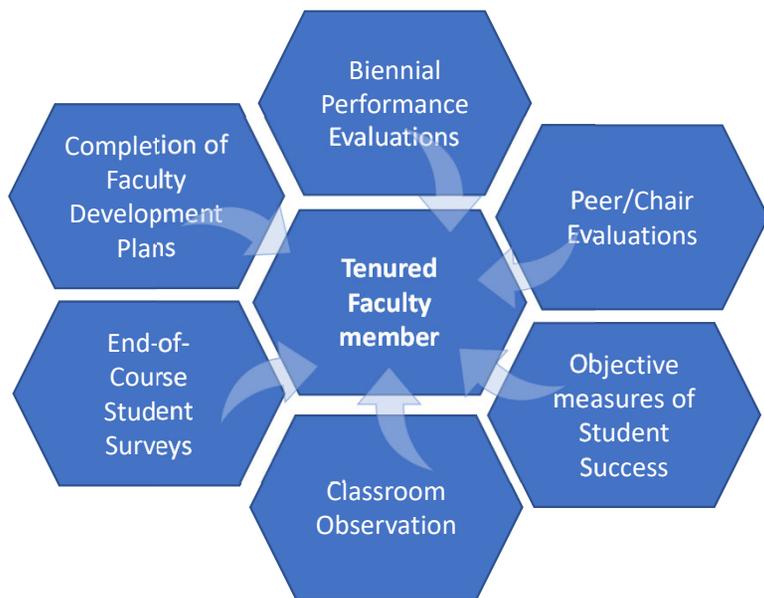
Recommendation 3: Faculty members will apply for tenure in their sixth year of employment.

**NEW: The process will include faculty outside the applicant's department and administration to reduce internal bias.**



# Recommendation 4: Revisit Tenure accountability procedures for continuous improvement

In addition to the cycle of accountability, disciplinary issues or performance issues are addressed whenever needed.



## Recommendation 5

The recommended improvements to the tenure model amount to a new tenure system for the Alamo Colleges District.

**The last recommendation is that this new tenure-track system should be implemented at all five Alamo Colleges.**

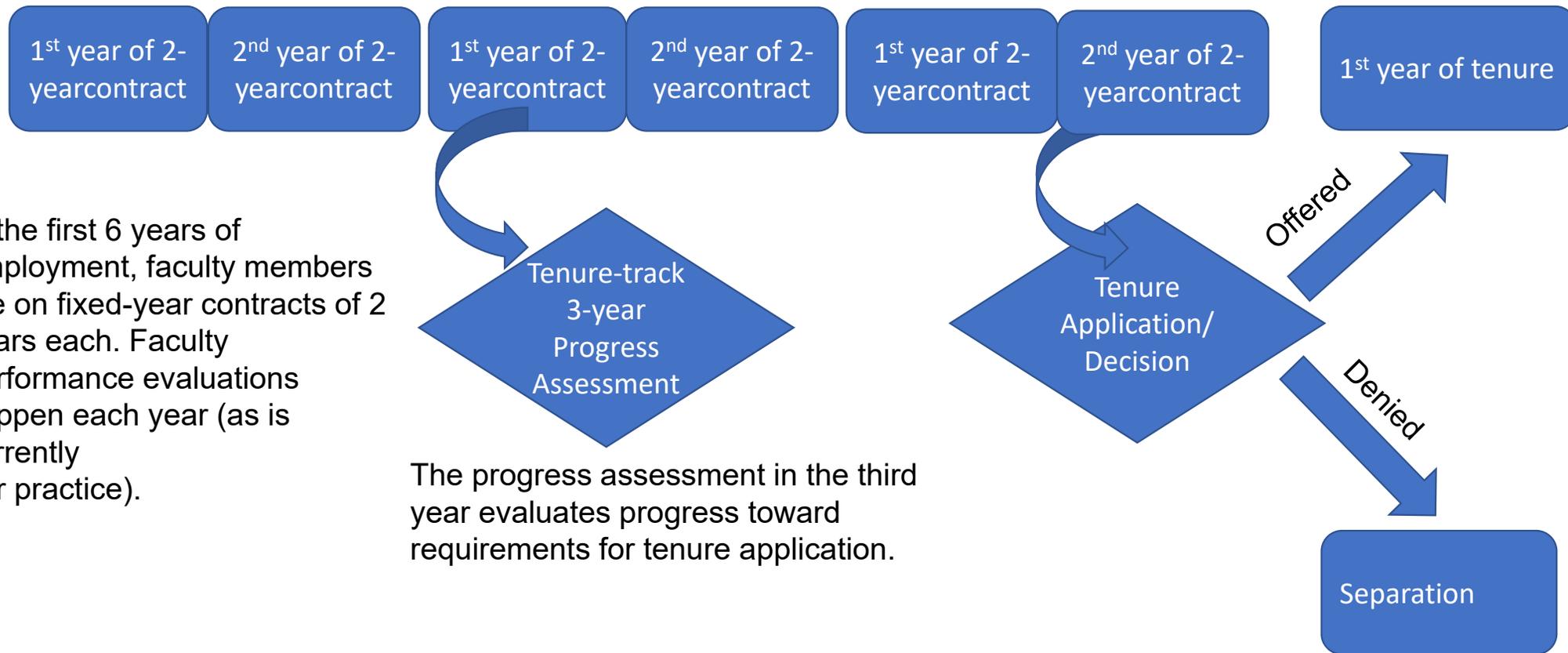


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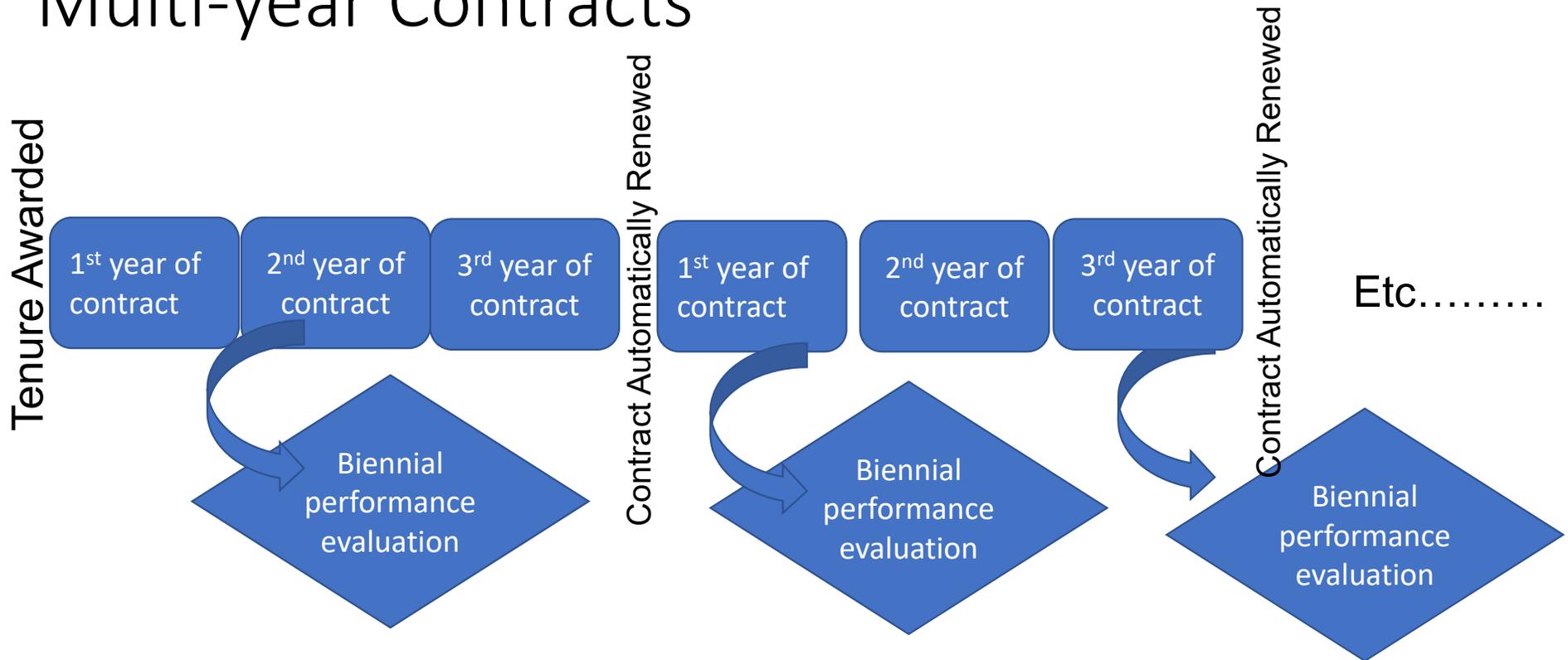


# Faculty Tenure-track: 1<sup>st</sup> 6 Years of Employment

## Faculty Performance Evaluations Each Year



# A new Model for Tenure with Rolling Multi-year Contracts



## Where We Are Now

At a collaborative work meeting on 4/25/2022, EFC and SLT members agreed on the tenure model presented here tonight, with only two areas of disagreement:

1. What do we call it? Tenure or something else?
2. Should tenure application be mandatory for all new full-time faculty members?



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## Where We Are Now

At a collaborative work meeting on 4/25/2022, EFC and SLT members agreed on the tenure model presented here tonight, with only two areas of disagreement:

1. What do we call it? Tenure or something else?

EFC recommends that we acknowledge the exemplary work of Alamo Colleges faculty members for our students by preserving the professionally recognized terminology of tenure.

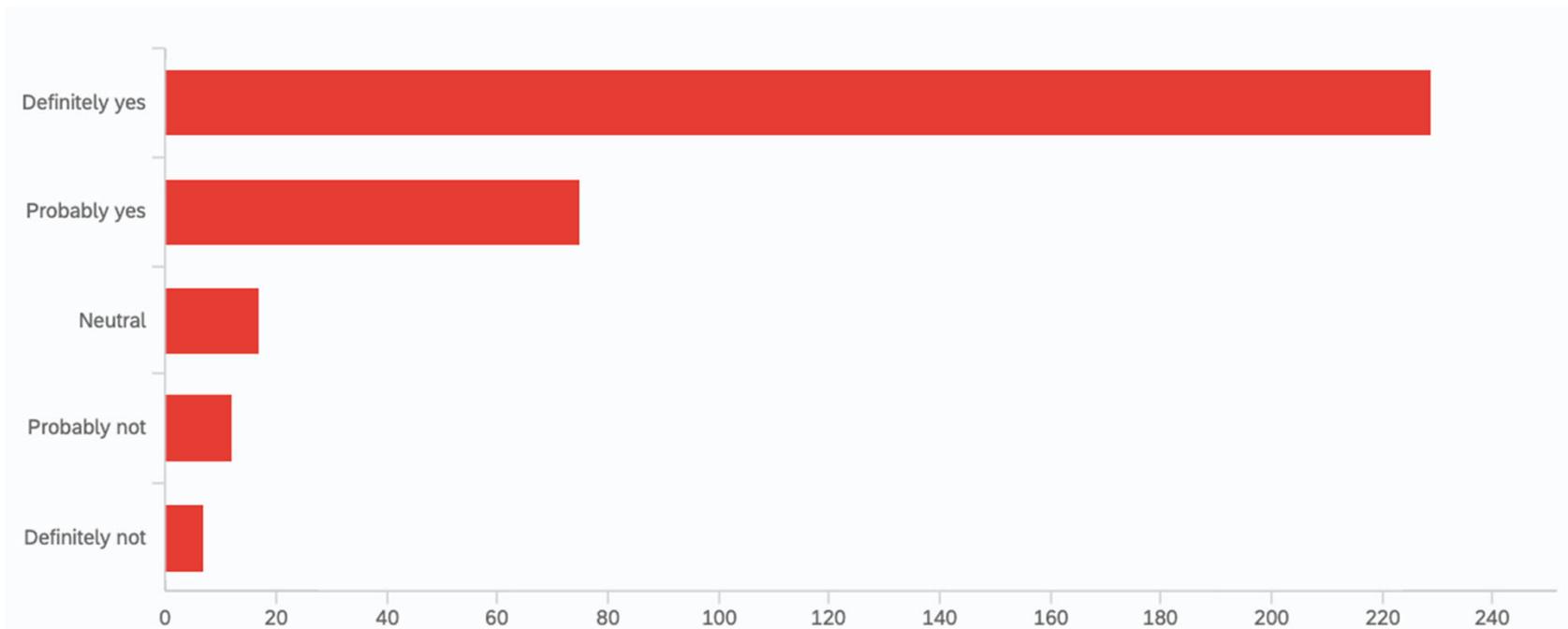
2. Should tenure application be mandatory for all new full-time faculty members?

EFC recommends that this new model be mandatory for all new full-time faculty hires, but optional for faculty members hired while tenure-track was suspended.



# Faculty Survey of EFC Tenure Recommendations

For the question: “Do you support these recommendations for tenure at the Alamo Colleges?” **89.4%** answered either “Definitely Yes” or “Probably Yes” out **349** responses. The survey was sent to all Alamo Colleges District faculty.



# Why is Tenure of Value to the Alamo Colleges District?

1. Tenure is one of the instruments by which standards of excellence are maintained in the academic community, contributing to student success.
2. Tenure provides significant protection for academic freedom. Academic freedom is essential for maintaining social and political freedom in a democracy. Alamo Board Policy *D.3.5 Academic Freedom and Responsibilities* cites the AAUP definition of academic freedom, however, the AAUP is very clear that faculty tenure is the critical safeguard to academic freedom.
3. Tenure, applied wisely, gives dignity, recognition, and stability to worthy members of the profession.



# Why is Tenure of Value to the Alamo Colleges District?

4. Tenure is a positive and important factor in recruiting and retaining talented faculty.
5. Tenure empowers faculty to participate actively in shared governance to ensure academic values are protected.
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 and provides accountability to external accrediting and funding agencies.



Thank you.



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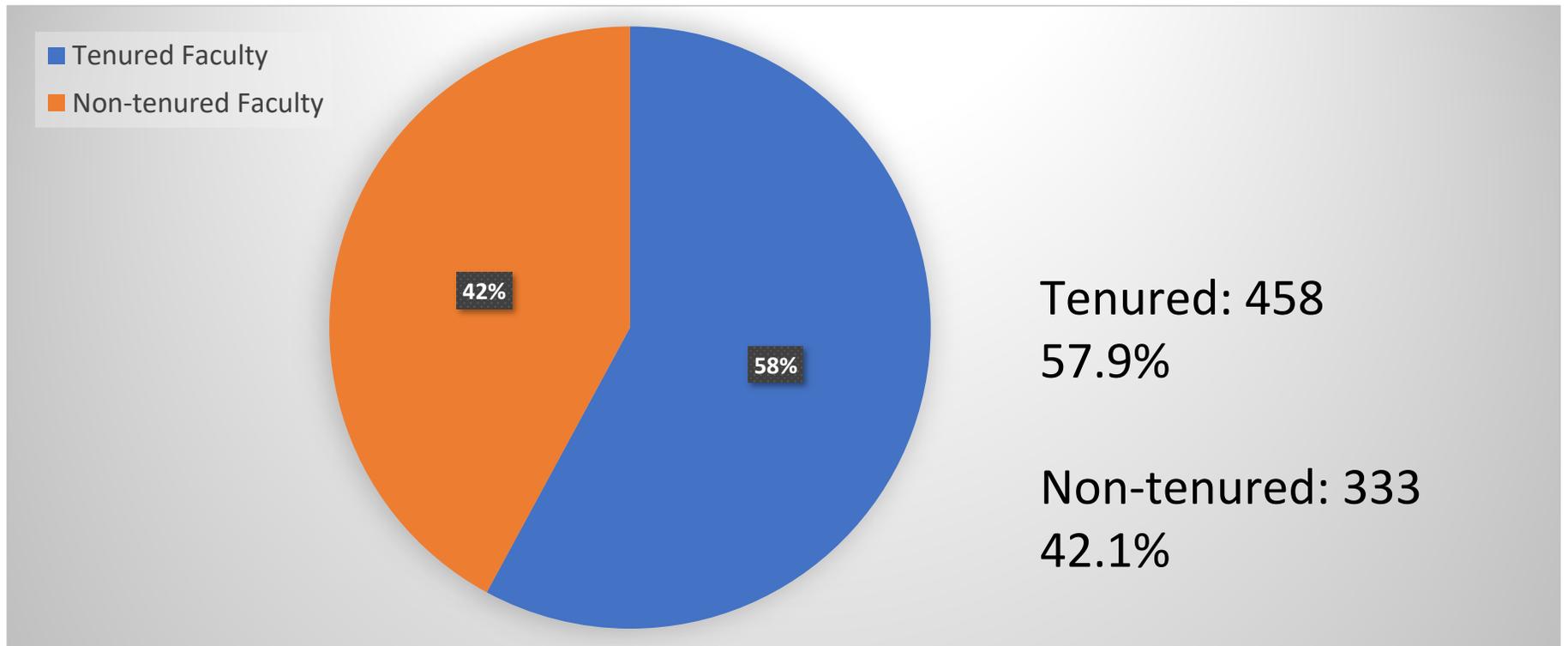


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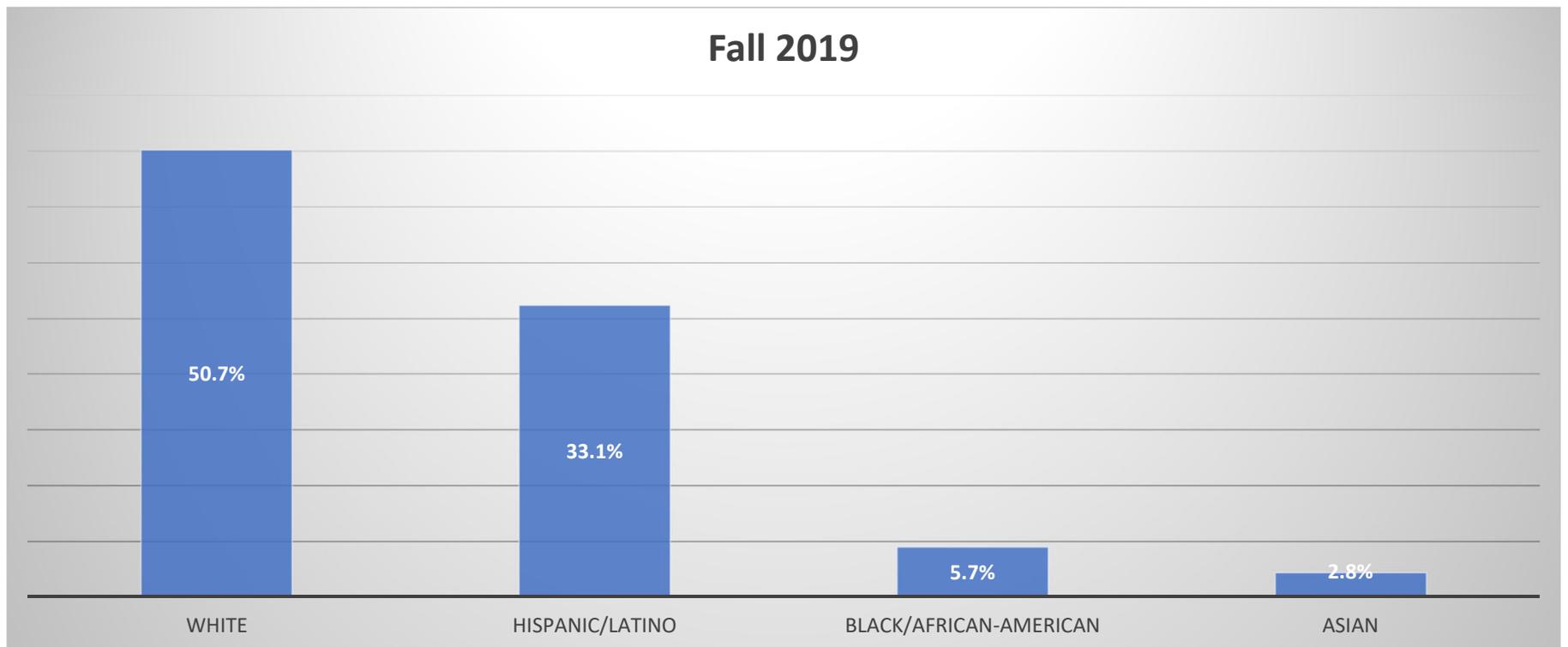


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# Faculty Status Across the Alamo Colleges District in Fall 2019



# Ethnic and Racial Demographics of Full-time ACD Faculty



# Tenured status within Racial/Ethnic Groups

