TENURE???

REAPPOINTMENT, REAPPONTMENT, REAPPOINTMENT

REAPPIONTMENT, REAPPOINTMENT……
6X….!!!

Presented by: Dr. Sylvia Miranda

Special Assistant to the Vice-Chancellor, Gloriana Waters

Office of Human Resource Management

CRITERIA

EVALUATION OF TEACHING EFFECTIVENESS

- Knowledge of subject matter, communication skills, motivating students (classroom observations, student evaluation, materials, i.e. exams)

Scholarly and Creative Achievements

- Research in progress
- Publication in professional journals
- Creative works, show and performance credits
- Development of improved instructional materials/ methods
- Participation in activities of professional societies (conferences, presenters)
- *Updated annually*

Service to College & Community

- Significant professional activities on behalf of public
- Membership on departmental, college, university wide committees

Role of Chairperson, Colleagues, Mentors, Dean/Provost

- Observation and Guidance - Chair
- Pre-tenure Year Review – Dean/Provost
- P & B Committees

Bylaws, Governance Plans

FORMAL vs. INFORMAL "tangible and objective records"

- Know process and procedures

Supporters

- Mentors, colleagues, senior faculty, ethnic/ faculty/ discipline association; grants officers
- Campus- centers for teaching excellence; research grants office
- University- Wide
  - Office of Academic Affairs
  - Reassigned time to pursue research and writing
  - Office of Recruitment and Diversity/ OHRM- FFPP (writing, peer support and mentorship): DPDF (research, performance)
- External - grants