

SAMPLE

SAMPLE

PHASE -- : SPLIT RECOMMENDATION

Tenure Review Committee Report

JOHN SMITH

XXX Division

January 2007

MAJORITY OPINION:

Every member of his tenure review committee commented on John Smith's grasp of the basic concepts and his ability to convey this information in a "user friendly" manner to students. His student evaluations reveal that he is not only well-liked and student-centered but also helpful and conscientious in assessment of student work. Eighty percent of his student evaluators indicate that they would recommend him to other students.

During the course of his first quarter at Foothill, John has demonstrated professionalism and collegiality in several ways. He is concerned for the welfare of the department, the division, and his students. He attends division meetings regularly and will be attending a conference this Spring to stay abreast of recent developments in his field.

John's student evaluations indicate that he will need to address their concern for more specific information regarding his policies, specifically attendance and grading. Several members of the committee suggested ways for him to improve his green sheet and course syllabus. While John initially expressed some reservations about changing his teaching practices, he will incorporate some of the suggestions into his classes next quarter. We are confident that these changes will remedy the concerns identified by the committee.

The undersigned committee members recommend that John Smith be continued to Phase --.

Signed by:

Susan Doe, Dean of XXX Division

Robert Jonas, Faculty Member of X Department

Antonio Flores, Vice President of Instruction

MINORITY OPINION:

While we agree with the general assessment provided above, we have serious concerns about John's ability to teach upper level course material that is a part of his job assignment. Two evaluators remarked on misinformation given to students and found explanations of complex concepts somewhat confusing to follow. Since student evaluations corroborated a lack of clarity in lessons, the committee suggested he write an agenda for each day's class on the board and

reserve time for a summary of major points at the end of each hour and for students to ask questions. However, in two additional probationary evaluations (one late in Fall quarter, one early in Winter quarter), John did not make any significant changes to this effect. Since clear communication of correct information is a fundamental responsibility of every faculty member, John's resistance to constructive criticism reflects poorly on his commitment to student success. We therefore do not support a continuation of John's contract.

The undersigned committee members do not recommend that John Smith be continued into Phase --.

Signed by:

Lana Gillam, Faculty Member of X Department

Roberta Wo, At-Large-Faculty Member