

Subject: An Open Letter to our tenure committees and their candidates
Date: Monday, March 13, 2023 at 9:00:48 AM Pacific Daylight Time
From: Bernadine Fong
To: foothill
CC: centralservices, ASFC

We have now concluded our round of tenure review for 2022-23 and I want to thank each committee member for your dedication, attention to detail and quality instruction and service, and rigorous review of the work of our tenure candidates. I have carefully read each file, paying particular attention to the committee's recommendation and each candidate's self-evaluation. The tenure process is a formative, as well as a summative one, and I was particularly impressed with the attention to detail that each committee's constructive recommendation included, as well as each candidate's response. While I know that this process seems all time-consuming, there is nothing more important for the college than the selection and retention of the candidates who were selected with such enthusiasm. This is to say to all of you, congratulations on a job well done and thank you for your service in this very important activity to assure the legacy of Foothill.

The Introduction in the Tenure Handbook is also worth noting and reiterating:

The period during which prospective members of the permanent Foothill-De Anza faculty are reviewed for tenure is best understood as a continuation of our District's search and selection processes. Indeed, the recommendation we make to the Board of Trustees to grant tenure is, perhaps, a more important recommendation than the initial decision to hire. When tenure is granted, the Candidate becomes a permanent member of our community.

Thus, the review period for tenure becomes that crucial interval within which we create the future of our colleges, expand our vision of that future, and enhance the quality of the educational opportunity provided to students when they enter our doors.

Foothill-De Anza's approach to this period is based on the premise that the tenure recommendation is best formed by collaboration of faculty and administrative colleagues, and students through the student evaluation process, a collaboration in which the perceptions of each inform the others.

The Tenure Review Handbook was developed by representatives of the Academic Senates, the Faculty Association, and the administration.

As per the Tenure Handbook guidelines, I am recommending the candidates in Phases I and II to the Board for approval of their next year's contract and for those in Phase III, year 4, for tenure. (Note: candidates in phase III, years 2 and 3, already have a two-year contract).

And a special thank you to Natalia Menendez, our Tenure Review Coordinator, for her dedicated work in assuring that the process was conducted smoothly and seamlessly; and to Carolyn Holcroft for hosting the weekly lunches for our candidates.

Candidates moving to:

Phase II

- Hilary Bacon, Lydia Daniel, Angie Dupree, Leigh Henderson, Jennifer Leicht, Destiny Rivera, Richard Saroyan, Kyle Taylor, Shizuka Yamada-Hunter

Phase III

- Ulysses Acevedo, Lisa Chesser-Nielsen, Ben Kaupp, Tiffany Michener, Mona Rawal

Tenure:

- Christina Rotsides, Melissa Wu

And just as we are winding down our tenure activities for this academic year, we are ramping up our 17 faculty searches, where paper screening and interviews are now beginning and special thanks to our division deans and faculty who were involved in both tenure committees and search committees. However, along with being involved in the tenure process, this is their most important work, the selection and retention of faculty of the highest caliber. And we are forever indebted to them and this work.

The Board of Trustees will take action tonight, so please offer your congratulations to our two newly tenured faculty members and our probationary candidates continuing to the next phase.

Best regards,

Bernadine

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