



BELLEVEUE
COLLEGE

Board of Trustees
Community College District VIII

Special Meeting

January 27, 2012

**BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT VIII
BELLEVUE, WASHINGTON**



A special meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, will be held on Friday, January 27, 2012. The business session will begin at 3:00 pm in room A201. Vicki Orrico, Chair, will preside.

AGENDA

- 3:00 PM I. ROLL CALL

- 3:05 PM II. EXECUTIVE SESSION (A201)
There will an executive session for 50 minutes to discuss the evaluation of state employees.

- 3:55 PM III. First Read
Tenure Review Recommendations for the 2011-12 Academic Year

- 4:00 PM IV . Adjournment
Time and order are estimates only and subject to change.



SPECIAL MEETING AGENDA ITEM

TENURE REVIEW COMMITTEE RECOMMENDATIONS

INFORMATION

DISCUSSION

ACTION

Description

A recommendation from the Tenure Review Committee regarding tenure appointments for full-time faculty members listed below is being submitted to the Board of Trustees, in accordance with the *Agreement Between the Board of Trustees of Community College District VIII and the Bellevue College Association of Higher Education*.

Third Year Candidates Recommended for Tenure

Ryan Bauer	Science Division (Mathematics)
Tonya Estes	Arts and Humanities Division (Developmental Education)
Gina Fiorini	Science Division (Chemistry)
Samantha Girard	Health Sciences Education and Wellness Institute (Nursing)
Mausumi Maulik	Science Division (Math)
Daniel Mitchell	Science Division (Chemistry)

Third Year Candidate Recommended for a Fourth Probationary Year

Simrat Ghuman	Science Division (Math)
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Fourth Year Candidate Not Recommended for Tenure

Leticia Lopez	Arts and Humanities Division (English)
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Key Questions

- * What is the reason for granting tenure to faculty?
- * Has a process for granting tenure been followed for each candidate under consideration, and what elements are included in the process?

Analysis

According to the Tenure Guidelines, the reason for tenure, as stated in the Revised Code of Washington, is to protect faculty employment rights. Further, tenure protects academic freedom and promotes collegiality and professionalism among faculty.

This year, eight tenure candidates are being recommended for Board action by the Tenure Review Committee (TRC), as follows:

- Grant tenure to six candidates;
- Grant a fourth probationary year to one candidate; and
- Deny tenure to one fourth year candidate.

The candidates have participated in a rigorous tenure process. As outlined in the Tenure Guidelines, the tenure process at Bellevue College normally consists of a three-year probationary period for each candidate, and includes three levels of review.

- 1) Tenure Evaluation Subcommittee (TES) consists of members elected within the candidate's division and chosen by the candidate, and approved by the Tenure Review Committee (TRC). This group gathers information and data in support of the candidate's tenure, and mentors and assists the candidate throughout the three year process.
- 2) The Tenure Review Committee, including six members elected by the faculty, reviews the documentation prepared by the TES to ensure that similar standards and expectations are met across the many disciplines. The TRC provides an objective look at each document to make sure that the case supporting the recommendations of the TES is sound.
- 3) Finally, the Board of Trustees, giving serious consideration to the recommendation of the TRC, decides to grant or not grant tenure. During the first two years of candidates' employment, the President uses the recommendation of the TRC to decide whether or not to continue the probationary period.

Background/Supplemental Information

Electronic notebooks in .pdf format are being assembled for each tenure candidate. An executive summary and all pertinent documents for each case will be included for review by members of the Board of Trustees. A thumbdrive with an electronic notebook for each candidate will be sent to the Board of Trustees prior to the March meeting.

Recommendation/Outcomes

This item will be presented for board action at the March 7, 2012 meeting.

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