

Memorandum of Understanding
between the
All Faculty Association
and
Sonoma County Junior College District
regarding

Art. 30: Tenure Review
February 19, 2021

AFA and the District agree to the following changes to Article 30.03.C.

~~C. College Service Plan: Beginning in Fall of 2009, each probationary faculty member, in consultation with the tenure review team, will develop a plan to address his/her obligation for College service. Depending on individual experience, interests, and department and District needs, the probationary faculty member and the tenure review team will have the flexibility to design a college service plan that serves the needs of the individual and the District. The tenure review team will review and revise this plan annually to accommodate the probationary faculty member's schedule.~~


~~Whenever possible, the college service plan will include the following:~~

- ~~1. In Year 1, the probationary faculty member will attend new faculty trainings including training in Basic Skills pedagogy offered through Staff Development and serve on at least one (1) department committee or perform another significant department activity.~~
- ~~2. In Year 2, the probationary faculty member will continue to attend new faculty trainings, including training in Basic Skills pedagogy offered through Staff Development, revise one (1) course, and follow the course through the curriculum approval process.~~
- ~~3. In Year 3, the probationary faculty member will attend 15 to 20 hours of meetings or serve as an appointed member of a District wide committee or council (for example, the Academic Senate, the All Faculty Association, the Institutional Planning Council, the Budget Advisory Committee, the Curriculum Review Committee, the Petaluma Faculty Forum, the Sonoma County Junior College District Board of Trustees, or others outlined in the written plan). The purpose of these visits is to prepare the probationary faculty member for the greater responsibility of serving on a committee or council in Year 4.~~
- ~~4. In Year 4, the probationary faculty member will serve on a District-wide committee or council either as an ad hoc member or a voting member if appointed by the Academic Senate or the All Faculty Association.~~
- ~~5. Service on any hiring committee, whether for regular or adjunct faculty, will occur only upon the request of the department chair, recommendation of the supervising administrator, and approval of the Vice President of Academic Affairs/Assistant Superintendent (VPAA/AS). A probationary faculty member may, without prejudice, accept or decline this request to serve on a hiring committee.~~

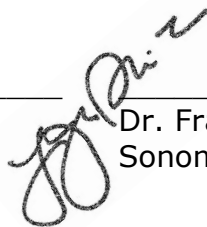
C. District and Department Service and Professional Development Plan:

Each probationary faculty member, in consultation with the tenure review team, will develop a plan to address the probationary faculty member's obligation for district and department service and professional development.

1. Depending on individual experience, interests, and department and District needs, the probationary faculty member and the tenure review team will have the flexibility to design a district and department service and professional development plan.
2. The probationary faculty member and the tenure review team will review and revise the district and department service and professional development plan annually in the Fall semester, by the end of the fourth week. The probationary faculty member and the tenure review team will consider service on a departmental or District-wide committee or council and curriculum revision in the college service/professional development plan. The plan will be included in the yearly tenure review report.
3. Probationary faculty members will participate in the New Faculty Professional Learning (NFPL) program during their first year. The NFPL program includes a) an orientation meeting and four 2.5-hour workshops in the Fall and b) five 2.5-hour workshops in the Spring. Probationary faculty members and the tenure review team may collaboratively develop an equivalent activity plan to substitute for participation in the Spring NFPL workshop offerings. The tenure review team will submit a copy of the equivalent activity plan to the VPAA by the end of the probationary faculty member's first semester.
4. The NFPL program will be developed by the Academic Senate with collegial support from the faculty professional development coordinator(s) and approved by the VPAA. AFA representatives may participate in developing workshop offerings for the NFPL program that are relevant to union membership and activities and matters relating to the scope of representation, and may choose to offer those workshops during the first semester of the program.
5. Probationary faculty members may serve on hiring committees upon the request of the department chair, recommendation of the supervising administrator, and approval of the Vice President of Academic Affairs/Assistant Superintendent (VPAA/AS). The probationary faculty member may, without prejudice, accept or decline this request to serve on a hiring committee.



Sean Martin, President
All Faculty Association



Dr. Frank Chong, President/Superintendent
Sonoma County Junior College District

