

whether a tenure-track committee member has properly followed the tenure-track evaluation contract requirements, the evaluatee or committee member may appeal to both the appropriate Vice President of the College and the CFE Vice President for an evaluation and resolution of the complaint. After receiving the complaint, the appropriate Vice President of the College and the CFE Vice President will meet to discuss and examine the concerns, and will determine within twenty (20) working days or any other mandatory deadline, whichever comes first, if retraining, retention, or removal/replacement is necessary.

Section 8.5.d. Criteria for Evaluating Contract Faculty. (Tenure Track & Temporary)

- (1) The District wishes to recommend tenure for faculty who will bring to their department, division, and College breadth and depth of knowledge, teaching effectiveness, and life experiences that will enrich their disciplines and stimulate learning. Coast Community College District's objective is to employ individuals with potential for excellence and increasing ability, engagement with and commitment to our students and the education profession. Faculty recommended for tenure, therefore, must reflect these professional standards in the performance of their faculty responsibilities and their interaction with students and colleagues.
- (2) In conjunction with the performance standards in the evaluation documents, the following criteria are intended to delineate areas of performance that the Team should look for during the evaluation process. The criteria are not all-inclusive and not every criterion will necessarily apply to every faculty position in the Coast Colleges.
- (3) Within each FSA held by a Faculty Member, there is an expectation of the following performance standards, consistent with all relevant language in the Bargaining Unit Agreement:
 - (a) Demonstrable progress towards excellence in teaching and/or in carrying out primary responsibilities for counselors, librarians, or special assignment faculty positions as specifically listed in the Faculty Member's position description, including, but not limited to the following items:
 - currency within the discipline(s);
 - depth of knowledge within the discipline(s);
 - verbal and written communication proficiency with students, colleagues, and staff;
 - use of effective teaching methods and materials appropriate for the course, discipline, modality, and students;
 - compliance with course outline requirements and student learning outcomes;
 - maintenance of regular and timely office hours;
 - confidential, accurate maintenance of student records; and
 - compliance with College and departmental requirements consistent with this bargaining agreement.
 - (b) Appropriate respect for students by demonstrating the following characteristics:
 - patience, fairness, promptness in the evaluation and discussion of student work;
 - appropriate sensitivity and responsiveness to the needs of individual students; and
 - support of the diversity of our students, colleagues, and staff in actions, words, and teaching and learning methods.
 - (c) Respect for colleagues and the teaching profession characterized by the following conduct: