

SAMPLE

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PHASE -- RECOMMENDATION  
Tenure Review Committee Report  
JANE SMITH  
XXXX Division  
January 2009

In our individual evaluations, every member of Jane Smith's committee commented on her intelligent, thoughtful approach to her subject and her students and on the appropriateness of her teaching style. She continues to impress us with the depth and breadth of her knowledge and experience in her discipline.

In Phase I, we thought Jane to be a valuable addition to the department and the division; this year we affirm that belief. She has taken an increasingly active part in the business and development of the department by developing a new course and helping to plan our division retreat. We invite her to participate fully in Department activities and to demonstrate flexibility and a high level of collaboration in these endeavors.

Her course syllabus and other student handouts also evidence her developing sense of the Foothill student population, providing more specific descriptions of assignments and expectations. Her student evaluations indicate an improvement in these specific areas from last year and show that, in general, her students favor her overall instructional ability. In addition, her self-evaluations reflect considerable analysis of her teaching methodologies and concern with discovering ways in which to continue to grow and develop in the classroom. We see, in short, not only a good teacher, but also a person sensitive to her strengths and weaknesses and to the different views and pedagogies of others. Thus, we are convinced that she will continue to criticize her own teaching, to employ such analytical practices as will aid her, and to work to overcome weaknesses that she or her colleagues observe. We think Jane is a valuable member of the Division now and that she shows every indication of becoming better.

\*It is the recommendation of the entire committee that Jane Smith be granted continued employment into Phase --- of the Tenure Process.

*[\*A statement of recommendation must be in all final reports.]*