

**ARTICLE 20
EVALUATION PROCEDURES**

The purpose of evaluation is to recognize excellent and satisfactory performance in the areas of instruction, counseling, and other educational services assigned by the District; to identify areas of performance needing improvement; and to document unsatisfactory performance of the faculty member. All evaluations are final and non-grievable.

The evaluation procedures are based on the assumption that the faculty are competent and professional. These procedures have been designed to provide a uniform and fair evaluation process in accord with due process of law.

20.1 Employees, Definitions

20.1.1 Contract employee. A probationary faculty member serving under his/her first contract (year one), second contract (year two), or third contract (years three and four).

20.1.2 Regular employee. A faculty member having served for four (4) full years and/or who has been granted tenure by Governing Board action.

20.1.3 Temporary employees/part-time. A part-time faculty member compensated on the part-time compensation schedule.

20.1.4 Temporary employees/full-time. A temporary, full-time faculty member compensated on the contract/regular salary schedule. Faculty hired into full-time, grant-funded positions are considered temporary employees/full-time.

20.1.5 Faculty – Faculty participation is determined in accordance with the table below:

Evaluator Type	May Evaluate
Regular	All faculty
Contract (C3& C4)	C2, C1, Temporary
Contract (C2&C1)	Temporary
Temporary	According to FLM designation

Faculty undergoing any reevaluation are not eligible to serve on any other college evaluation committee.

20.2 Ratings, Definitions

20.2.1 Satisfactory. This rating indicates that the performance of the evaluatee is average to excellent. A satisfactory rating may include recommendations that do not merit a rating of needs improvement or unsatisfactory.

20.2.2 Needs Improvement. This rating indicates that the performance of the evaluatee is seriously deficient and needs definite strengthening. This rating shall designate specific areas to be improved and delineate how improvement may be accomplished. Should sufficient improvement not be shown during subsequent evaluations, the evaluatee's rating will be considered unsatisfactory. For full-time faculty, poor performance in the categories of Section 18.2.3 may lead to an overall needs improvement rating.

20.2.3 Unsatisfactory. This rating indicates that the performance of the evaluatee is below minimum standards or has failed to show sufficiently improved performance from a Needs Improvement rating. In accordance with the provisions of the California Education Code, an “Unsatisfactory” rating may result in appropriate administrative action including non-retention. For full-time faculty, poor performance in the categories of Section 18.2.3 may lead to an overall unsatisfactory rating.

20.3 General Evaluation Conditions

20.3.1 All Faculty

- a) The first-level manager shall be responsible for the coordination of all faculty member evaluations within his or her unit.
- b) The evaluation shall cover the period of time since completion of the last evaluation.
- c) The District shall establish the timelines necessary to meet the deadlines of evaluation procedure. The deadlines may be extended by mutual agreement of the District and the Association.
- d) The evaluatee will provide the evaluators with the course syllabus and/or course outline of record and any other pertinent handouts.
- e) The standard District evaluation forms shall be used in all cases.
- f) Each evaluator shall make at least one (1) classroom or non-classroom observation of the evaluatee which shall be done in consultation with the evaluatee and shall be of sufficient number and duration to provide a thorough assessment. The evaluatee will make reasonable efforts to notify each evaluator of dates that are inconvenient (testing, field trips, etc.). For full-time evaluatees every attempt will be made by the evaluators to observe different sections or courses.
- g) Observations and visitations shall not be disruptive of the learning environment and shall be arranged in consultation with the evaluatee.
- h) In the event that an evaluator is unable to continue with an evaluation process the replacement shall be selected according to the process through which the evaluator was selected.
- i) Satisfactory evaluations shall be forwarded to the Office of Human Resources; all evaluations other than satisfactory shall be forwarded to the Chief Instructional Officer or chief student services officer. The faculty member's evaluation report will be retained by the District in the faculty member's personnel file, as per Article 12, and the faculty member shall also receive a copy of that report.

20.3.2 Full-Time Faculty

- a) Prior to the evaluation of a full-time faculty member, the first-level manager or designee shall meet with the evaluatee to discuss the criteria, procedures, and timelines (including classroom visits and non-classroom observations) for the evaluation.

- b) For full-time faculty, the first-level manager shall inform the evaluators of the summary comments, commendations, and recommendations made on the evaluatee's previous satisfactory evaluation or reevaluation.
- c) In the event that no faculty or subject specialist is available at the District to serve on a Faculty Evaluation Committee, it is the District's responsibility to secure such services. The selection of the non-district subject specialist shall be done in consultation with the evaluatee.
- d) Prior to the evaluation of a full-time faculty member, the Faculty Evaluation Committee shall elect a chair. The chair shall coordinate with the first-level manager or designee to collect evaluation materials identified in Section 20.5.3.a.2 or Section 20.8.2.a.2, as appropriate, and compile the Faculty Evaluation Committee's evaluations. The committee chair shall make every reasonable effort to complete the compilation at least one (1) week in advance of the conference with the evaluatee.
- e) When the compilation is complete, the chair will distribute it to all evaluators, who will meet as soon as possible to discuss the evaluation results and prepare the summary evaluation report.

20.4 Evaluation Forms Committee

A standing evaluation forms committee shall consist of eight (8) persons: four (4) appointed by the District, two (2) appointed by the Faculty Senate, and two (2) appointed by the Association. Consistent with the provision of this section, the committee will review and recommend appropriate revision(s) to the forms and procedures for evaluations covered in this article and Section 18.5.6.1. Any revisions to the evaluation forms and recommended improvements to the evaluation procedures shall be subject to review and approval by the District and Faculty Negotiating Teams prior to their implementation.

20.5 Contract Employee

20.5.1 The four (4)-year probationary period provides the contract faculty member the opportunity to demonstrate that he or she meets the standards for reappointment and/or tenure by the district. The candidate demonstrates his or her qualifications through a rigorous process of evaluation of his or her performance.

20.5.2 Frequency of Evaluation

- a) First- and second- year contract employees shall be evaluated a minimum of twice each year. The evaluations shall be completed by the fourteenth week of each semester. If the overall rating of the fall evaluation is "Unsatisfactory," the spring evaluation shall be completed by February 10.
- b) Third- and fourth- year contract employees shall be evaluated a minimum of once per year. The evaluation shall be completed by the fourteenth week of the fall semester. Additional evaluations may be conducted at the discretion of the Faculty Evaluation Committee or the first-level manager.

20.5.3 Components—The comprehensive evaluation for all contract faculty shall comprise four (4) distinct components: faculty, administrator, student, and annual self-evaluation.

- a) **Faculty Evaluation Committee:** The Faculty Evaluation Committee recognizes that satisfactory performance by a faculty member can be achieved in a variety of ways.

- 1) The Faculty Evaluation Committee has the responsibility to observe and evaluate a faculty member's total performance of duties and responsibilities as well as classroom teaching. Therefore, every contract faculty member shall be evaluated by a Faculty Evaluation Committee.
- 2) The evaluation shall include the following: a review of the annual self-evaluation; a classroom, clinical, counseling, center, or library visitation/observation; the compilation of the student evaluations; the fulfillment of professional responsibilities as indicated in Section 18.2.3; and evidence of effective working relationships with staff and students.
- 3) Composition of the Committee:

Contract Years One and Two

- a) The composition of the Faculty Evaluation Committee shall be three (3) eligible faculty members as defined in Section 20.1.5.
- b) The evaluatee shall name one (1) faculty, and the first-level manager shall name one (1) more. If one of the two is a subject specialist, the two shall recruit and select a third faculty member. If neither of these two is a subject specialist then the two shall recruit and select a third faculty member who is a subject specialist.

Contract Years Three and Four

- c) The composition of the Faculty Evaluation Committee shall be two (2) eligible faculty members as defined in Section 20.1.5.
- d) The evaluatee shall name one (1) faculty, and the first-level manager shall name the other. The two (2) faculty members shall be selected from the educational school or area to which the evaluatee is assigned.

b) **Administrator Evaluation:** The administration recognizes that satisfactory performance by a faculty member can be achieved in a variety of ways.

- 1) Management has the responsibility to observe and evaluate a faculty member's total performance of duties and responsibilities, as well as classroom teaching.
- 2) The evaluation shall include the following: a review of the annual self-evaluation; a classroom, clinical, counseling, center, or library visitation/observation; the compilation of the student evaluations; the fulfillment of professional responsibilities as indicated in Section 18.2.3; and evidence of effective working relationships with staff and students.

3) Evaluation Performance:

Contract Years One and Two

- a) The administrator evaluations are performed by the first-level manager or designee and one (1) additional manager appointed by the Chief Instructional Officer or Chief Student Services Officer as appropriate.

Contract Years Three and Four

- b) The administrator evaluation is performed by the first-level manager or designee.

c) **Student Evaluation:**

- 1) Student evaluations of faculty members are conducted at the direction of the Faculty Evaluation Committee as part of the formal evaluation. The Faculty Evaluation Committee may designate non-faculty to administer student evaluations.
- 2) The student evaluation forms shall be relevant to the student learning process or service provided and within the scope of the student's experience.
- 3) The process and content of the student evaluation shall maintain student confidentiality.
- 4) As part of the faculty evaluation process, except in cases where the section rosters are identical, a student survey will be distributed to at least two (2) sections for contract faculty during the semester of evaluation. The evaluatee and the Faculty Evaluation Committee will each choose one (1) section. By mutual agreement between the faculty member and the Faculty Evaluation Committee, additional sections may participate in the evaluation.
- 5) Student evaluation forms for counselors, reference librarians, instructional specialists, and the health service nurses will be distributed by a member or designee of the Faculty Evaluation Committee to a reasonable sample of students counseled or served. Those student evaluations returned will comprise the group sampled.
- 6) A compilation of the student responses will be prepared by the first-level manager or designee and forwarded to the chair of the Faculty Evaluation Committee.

d) **Self-Evaluation:**

Each fall contract faculty shall provide a self-evaluation. It shall address, among other items, the faculty member's fulfillment of professional responsibilities as referenced in Section 18.2.3 and an assessment of his or her own performance. The faculty member will share the self-evaluation with the Faculty Evaluation Committee and the first-level manager or designee. The self-evaluation will become part of the evaluation report.

20.5.4 Evaluation Report

20.5.4.1 The summary evaluation report shall be prepared by the Faculty Evaluation Committee and administrative evaluator(s) and shall include each evaluator's individual rating. The summary evaluation report shall take into account the results of each of the evaluation components (Section 20.5.3) in order to arrive at an overall rating. When the committee and the administrative evaluator(s) cannot reach an agreement as to the overall rating, the report must include written explanation.

20.5.4.2 If the Faculty Evaluation Committee reaches a consensus of "Needs Improvement" or "Unsatisfactory" or if the administrative evaluator(s) indicates a "Needs Improvement" or "Unsatisfactory", then the evaluators shall develop a written improvement plan. The plan shall include (a) specific areas of needed improvement, (b) means of improvement, (c) resources available to the evaluatee, and (d) a timeframe within which the improvement is to be accomplished. The improvement plan will be included in the summary evaluation report which is presented to the evaluatee at the evaluation conference. In the event that a contract faculty member receives a "Needs Improvement" and/or "Unsatisfactory" rating, fulfillment of the improvement plan shall be assessed in the next evaluation. The Faculty Evaluation Committee shall continue, to the extent possible, with the same members until the evaluatee's performance has reached a satisfactory level or other appropriate administrative action takes place.

20.5.5 Evaluation Conference with Contract Evaluatee

20.5.5.1 After the evaluators have completed and signed all evaluation materials, as appropriate, the Faculty Evaluation Committee and administrative evaluator(s) shall meet with the evaluatee to discuss the results of the summary evaluation report and evaluation components as identified in Section 20.5.3. The improvement plan, if any, will also be presented at this conference. The conference shall include an open and frank discussion of the evaluatee's strengths and weaknesses and, as appropriate, commendations, recommendations, and suggestions for professional development.

20.5.5.2 At the evaluation conference the evaluatee shall sign the summary evaluation report, acknowledging receipt of all evaluation materials. Within ten (10) service days of the evaluation conference the evaluatee shall have the opportunity to provide written comments which shall be attached to the summary evaluation report.

20.6 Tenure Review

20.6.1 The Tenure Review Committee shall convene after the conference of the 4th year fall evaluation, regardless of rating, and shall make its recommendation by January 31 using the standard district form.

20.6.2 To the greatest extent possible the evaluators who served on the 4th year fall evaluation shall comprise the Tenure Review Committee.

20.6.3 The Tenure Review Committee's recommendation will be based on evidence of the faculty member's performance as reflected in all evaluations completed from the first semester of full-time employment through week 14 of the fall semester of the 4th year.

Satisfactory evaluations are the basis for recommendation for tenure. The Tenure Review Committee shall be provided access to all materials included in the evaluation file within this timeframe. Faculty members recommended for tenure will reflect a standard of excellence in their performance of faculty duties and their interaction with students and colleagues.

20.6.4 The granting of tenure is a legal right of the Governing Board. Tenure is recommended by the superintendent/president as advised by the Chief Instructional Officer or chief student services officer in consultation with the Tenure Review Committee.

20.6.5 In the event a faculty member is not recommended for tenure within the provisions of Section 87610.1, California Education Code, the procedures of this section, subsections (a) (b) (c) (d) (e) and 87611 shall apply and be in accordance with the procedures outlined in Tenure Denial Grievance Procedure, Section 20.7.

20.7 Tenure Denial Grievance Procedure

20.7.1 Grievance Procedures

20.7.1.1 Any grievance pursuant to the denial of tenure may be filed by a faculty member on his or her behalf or by the exclusive representative on behalf of an employee.

- a) If such a grievance is pursued to arbitration by the Association, the award of the arbitrator shall not be considered a precedent for any other such grievances.
- b) If a faculty member pursues such a grievance to arbitration, after the Association has declined to pursue the grievance to arbitration, the District shall require the employee to file with the Association adequate security to pay the employee's share of the cost of arbitration.
- c) The arbitrator in any such grievance shall be without power to grant tenure, except for failure to give notice on or before March 15 pursuant to California Education Code, Subdivision (b) of Section 87610.
- d) The arbitrator in any such grievance may award a remedy which includes, but need not be limited to, back pay and benefits, re-employment in a probationary position for first- and second- year contract employees, and reconsideration for tenure.
- e) The award of an arbitrator in any such grievance shall be subject to judicial review pursuant to Section 1094.5 of the Code of Civil Procedure.
- f) In any reconsideration of a decision not to employ a grievant as a tenured employee, as required by an arbitrator's decision resulting from any grievance pursuant to Section (a) above, the District shall not utilize any cause for the denial of tenure that the arbitrator found to be without merit.

20.7.2 Probationary Re-employment Rights and Tenure Denial Grievance Procedure

20.7.2.1 Probationary faculty members working under their first or second year contracts shall be employed for the succeeding year unless they are notified otherwise in writing by the District on or before March 15 of the academic

year covered by the existing contract. The notice shall be by registered or certified mail to the most recent address on file with the Office of Human Resources.

20.7.2.2 Probationary faculty members working under a first or second year contracts who receive notice pursuant to Section 20.7.2.1 that the District does not intend to employ them for the succeeding academic year shall have the right to challenge the District's decision as it relates to the procedure not the content of the evaluation.

20.7.2.3 Probationary faculty members working under a third contract shall be employed as tenured employees for succeeding years unless they are notified otherwise by the District in writing on or before March 15 of the last academic year covered by the existing Agreement. The notice shall be by registered or certified mail to the most recent address on file with the Office of Human Resources.

20.7.2.4 Probationary faculty members working under a third contract who receive notice pursuant to Section 20.7.2.3 that the District does not intend to employ them as tenured employees in succeeding academic years shall have the right to challenge the District's decision as it relates to the procedure not the content of the evaluation. (Refer to Section 20.7.1).

20.8 Regular Faculty

20.8.1 Frequency of Evaluation

- a) Regular faculty shall be evaluated once every three (3) years. The evaluation shall be completed by the end of the fourteenth week of the term of evaluation. With a satisfactory evaluation, the evaluatee begins a new three (3)-year evaluation period.
- b) Either if a regular faculty member's effective working relationships with staff or students, or if the on-the-job responsibilities, as contained in Section 18.2.3, are suspected to have fallen below a satisfactory level of performance during the three (3)-year cycle, the first-level manager shall make reasonable efforts to resolve the issues informally. If informal resolution is not successful, the first-level manager may initiate an additional evaluation during the three (3)-year cycle. This additional evaluation shall be conducted according to the procedures that apply to regular faculty.

20.8.2 Components—The comprehensive evaluation for all regular faculty shall comprise four (4) distinct components: faculty, administrator, student, and self-evaluation.

- a) **Faculty Evaluation Committee:** The Faculty Evaluation Committee recognizes that satisfactory performance by a faculty member can be achieved in a variety of ways.
 - 1) The Faculty Evaluation Committee has the responsibility to observe and evaluate a faculty member's total performance of duties and responsibilities as well as classroom teaching. Therefore, every regular faculty member shall be evaluated by a Faculty Evaluation Committee.
 - 2) The evaluation shall include the following: a review of the self-evaluation; classroom, clinical, counseling, center, or library visitation/observation; the compilation of the student evaluations; fulfillment of professional

responsibilities as indicated in Section 18.2.3; and evidence of effective working relationships with staff and students.

- 3) **Composition of the Committee:** The committee shall be two (2) eligible faculty members as defined in Section 20.1.5. The evaluatee shall name one (1) faculty member and then the evaluatee and faculty member will consult with the first-level manager or designee on the selection of the second faculty member. If the evaluatee, first-level manager or designee requests a subject specialist but no subject specialist is available the non-district subject specialist (20.3.2.c) shall serve as one of the two members of the committee.
- b) **Administrator Evaluation:** The administration recognizes that satisfactory performance by a faculty member can be achieved in a variety of ways.
- 1) Management has the responsibility to observe and evaluate a faculty member's total performance of duties and responsibilities, as well as classroom teaching.
 - 2) The evaluation shall include the following: a review of the self-evaluation; classroom, clinical, counseling, center, or library visitation/observation; the compilation of the student evaluations; fulfillment of professional responsibilities as indicated in Section 18.2.3; and evidence of effective working relationships with staff and students.
- c) **Student Evaluation:**
- 1) Student evaluations of faculty members are conducted at the direction of the Faculty Evaluation Committee as part of the formal evaluation. The Faculty Evaluation Committee may designate non-faculty to administer student evaluations.
 - 2) The student evaluation forms shall be relevant to the student learning process or service provided and within the scope of the student's experience.
 - 3) The process and content of the student evaluation shall maintain student confidentiality.
 - 4) As part of the faculty evaluation process for regular faculty, except in cases where the section rosters are identical, a student survey will be distributed to at least two (2) sections during the semester of evaluation. The evaluatee and the Faculty Evaluation Committee will each choose one (1) section. By mutual agreement between the faculty member and the Faculty Evaluation Committee, additional sections may participate in the evaluation.
 - 5) Student evaluation forms for counselors, reference librarians, instructional specialists and the health service nurses will be distributed by a member or designee of the Faculty Evaluation Committee to a reasonable sample of students counseled or served. Those student evaluations returned will comprise the group sampled.
 - 6) A compilation of the student responses will be prepared by the first-level manager or designee and forwarded to the chair of the Faculty Evaluation Committee.

- d) **Self-Evaluation:** Each regular faculty member shall provide a self-evaluation. It shall address, among other items, the faculty member's fulfillment of professional responsibilities as referenced in Section 18.2.3 and an assessment of his or her own performance. The faculty member will share the self-evaluation with the Faculty Evaluation Committee and the first-level manager or designee. The self-evaluation will become part of the evaluation report.

20.8.3 Evaluation Report

- 20.8.3.1** The summary evaluation report shall be prepared by the Faculty Evaluation Committee and first-level manager or designee and include each evaluator's individual rating. The summary evaluation report shall take into account the results of each of the evaluation components (Section 20.8.2) in order to arrive at an overall rating. When the committee and the first-level manager or designee cannot reach an agreement as to the overall rating, the report must include a written explanation.
- 20.8.3.2** For satisfactory evaluations only, evaluators may note less-than-serious deficiencies that do not warrant an improvement plan. The first-level manager shall monitor improvement of noted less-than-serious deficiencies until the evaluatee's next evaluation.

20.8.4 Evaluation Conference with Regular Evaluatee

- 20.8.4.1** After the evaluators have completed and signed all evaluation materials, as appropriate, the Faculty Evaluation Committee and first-level manager or designee shall meet with the evaluatee to discuss the results of the summary evaluation report and evaluation components as identified in Section 20.8.2. The conference shall include an open and frank discussion of the evaluatee's strengths and weakness and, as appropriate, commendations, recommendations, and suggestions for professional development.
- 20.8.4.2** At the evaluation conference the evaluatee shall sign the summary evaluation report, acknowledging receipt of all evaluation materials. Within ten (10) service days of the evaluation conference the evaluatee shall have the opportunity to provide written comments which shall be attached to the summary evaluation report.

20.8.5 Improvement Plan

- 20.8.5.1** If the Faculty Evaluation Committee reaches a consensus of "Needs Improvement" or "Unsatisfactory" or if the first-level manager or designee indicates a "Needs Improvement" or "Unsatisfactory," then the evaluators shall develop a written improvement plan and recommend a reevaluation by both the Faculty Evaluation Committee (as augmented under Section 20.8.6.1) and the first-level manager or designee. The evaluatee shall have the discretion to select an additional faculty member to participate in the development of the plan.
- 20.8.5.2** The purpose of the written improvement plan is to assist the evaluatee in developing and implementing improvements in the area or areas of serious deficiency noted by the evaluation Faculty Evaluation Committee and/or the administrative evaluator, to assist the unit member to make improvements, and to evaluate the evaluatee's performance under the plan.

20.8.5.3 The plan should include (a) specific areas of needed improvement, (b) means of improvement, (c) resources available to the evaluatee, and (d) a timeframe within which the improvement is to be implemented and accomplished. The District shall make reasonable efforts to assist and support the evaluatee in achieving the needed improvement. Such efforts may include considerations under Section 14.13, Retraining Leave. The improvement plan will allow appropriate time for selection of a non-district subject specialist (Section 20.8.6), if applicable.

20.8.6 Reevaluation

20.8.6.1 Process

- a) Timelines established in the written improvement plan shall be followed.
- b) An augmented Faculty Evaluation Committee and the first-level manager or designee reevaluate the evaluatee's performance once the improvement plan is written.
- c) The reevaluation Faculty Evaluation Committee shall have the same members serving from the original committee augmented by two (2) additional regular faculty, one of which will be from the evaluatee's area of specialization. The evaluatee and the first-level manager or designee each select one (1) regular faculty. If the evaluatee does not, the first-level manager or designee will select a subject specialist.
- d) In reevaluation, specific areas of needed improvement identified in the improvement plan shall be the primary basis for evaluator ratings of "satisfactory," "needs improvement," and "unsatisfactory."

20.8.6.2 Outcome

- a) If reevaluation results in a satisfactory rating, the faculty member begins a new three (3)-year evaluation period.
- b) If the reevaluation results in Faculty Evaluation Committee or first-level manager or designee rating of "Needs Improvement," the first-level manager or designee or the augmented Faculty Evaluation Committee may extend for one additional term the timeframe in the written improvement plan or its modification as a result of the reevaluation.
- c) If the reevaluation results in Faculty Evaluation Committee or first-level manager or designee rating of "Unsatisfactory," appropriate administrative action may result. There shall be no further faculty reevaluation. The final written reevaluation, attachments, and first-level manager or designee recommendation(s) shall be forwarded to the appropriate vice president or designee who shall review the materials and recommend to the superintendent/president appropriate administrative action.

20.9 Faculty on Special Assignment

A regular faculty member on special assignment (Section 18.4) to non-instructional duties for fifty (50) percent or more of a regular contract teaching load shall be evaluated by the first-level manager in the performance of those duties on an annual basis in accord with the special

assignment position responsibilities. Excluded are the Faculty Senate President and Curriculum Chairperson.

20.10 Temporary (Full-Time and Part-Time) Employee

20.10.1 Temporary Employee/Full-Time: Full-time temporary employees shall be evaluated in accord with the procedures applicable to first- and second- year contract employees.

20.10.2 Temporary Employee/Part-Time: All new temporary part-time employees shall be evaluated at least once during the first year of their employment. Subsequent to a satisfactory evaluation, temporary part-time employees will be evaluated at least once every three (3) years. After a service break of four (4) primary terms, a temporary part-time employee shall be determined a new hire for purposes of evaluation.

- a) Additional evaluations may be conducted at the discretion of the first-level manager or the faculty evaluator. If a faculty member receives a Needs Improvement rating, the first-level manager may determine if an additional evaluation is needed in the subsequent semester of employment.
- b) Temporary part-time faculty employees may be evaluated by the first-level manager or designee. In selecting the designee the first-level manager shall first ask faculty from the educational school or area. No faculty member shall be required to evaluate more than three (3) temporary part-time faculty in one (1) year.
- c) Student evaluations of faculty members shall be conducted as part of any evaluation process.
- d) The evaluation procedures as stated in Section 20.3.1 are applicable to Section 20.10.