

RESOLUTION IN SUPPORT OF ADOPTING ROLLING THREE-YEAR CONTRACTS AS THE DEFAULT CONTRACT STRUCTURE FOR ALL NON-TENURE TRACK FACULTY AT THE UNIVERSITY OF FLORIDA

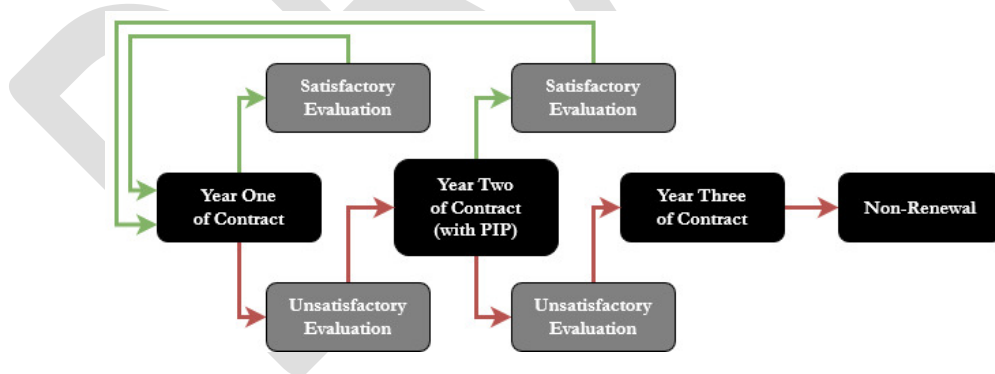
Preamble

This resolution advocates that the University of Florida adopts “rolling three-year contracts” as the default contract structure for all non-tenure track faculty. To understand how these contract work, let’s consider the example of a hypothetical faculty member, Dr. Rolling. If hired on a rolling three-year contract, Dr. Rolling would begin their time at UF in year one of their three-year contract. If Dr. Rolling completes the year with a satisfactory evaluation, their contract would reset to year one for the following academic year. In fact, so long as Dr. Rolling maintains a satisfactory evaluation, they would remain in year one of their contract.

If, on the other hand, Dr. Rolling finishes any academic year with an unsatisfactory evaluation, they would then create a Performance Improvement Plan (or PIP) and move on to year two of their contract. Should Dr. Rolling meet the goals of their Performance Improvement Plan, their contract would reset to year one for the following academic year. However, if Dr. Rollings does not meet the goals of their Performance Improvement Plan during the second year of their contract, they would finish out year three of their contract before being non-renewed and leaving the University.

For a visual depiction of this contract structure, please see Fig. 1 below.

Figure 1: The Structure of a Rolling Three-Year Contract



Resolution

WHEREAS 81.4% of respondents to a Fall 2020-Spring 2021 survey of University of Florida faculty¹ indicated that the “use of multiyear contracts” would help “improve fair and equitable treatment for non-tenure track faculty”;

¹ This survey was developed in collaboration between the College of Liberal Arts and Sciences Faculty Council and the Compensation & Equity Committee. It was reviewed and administered by the UF Bureau of Economic and Business Research. Of the 5,351 faculty members who were invited to participate, 1,488 completed the survey, for a response rate of 30.3%.

- In this survey, respondents were asked to select which of eight issues needed to be addressed to “to improve fair and equitable treatment for non-tenure track faculty.” The use of multi-year contracts ranked higher than any other option, including “Representational Peer Reviewers for Promotion” (68.1%); “Representation in Governance” (68%); “Title Changes” (66.3%); “Representation on Committees” (66.1%); “Same Access to Service Opportunities as All Faculty” (62.3%); “Same Access to Grant Opportunities as All Faculty” (62.2%); and “Representation Peer Reviewers for Annual Reviews” (56.8%).

WHEREAS 94.2% of respondents to the UF survey referenced above indicated that “the use of multi-year contracts will provide a more stable opportunity to hire and retain non-tenure track faculty”;

WHEREAS 18.5% of non-tenure track respondents to the UF survey referenced above indicated that they are already employed on a multi-year contract;

WHEREAS the rate of non-renewal for non-tenure track faculty is consistently low, with the University non-renewing an average of **NUMBER** of faculty annually between **DATE** and **DATE**.

WHEREAS at Florida Gulf Coast University, a fellow Florida public university with an exclusively non-tenure track faculty, rolling three-year contracts have long been the default faculty contract structure;

- This contract structure is therefore a known quantity for both Florida university administrators, the State University System Board of Governors, and collective bargaining agents. UF stakeholders could draw on this experience to anticipate administrative issues with this contract structure and ensure a successful roll-out.

WHEREAS this contract structure balances faculty members’ desire for job security with the University administration’s desire for performance accountability;

- On the one hand, faculty members who receive satisfactory evaluations can rest assured that, barring budgetary constraints or gross misconduct, they remain at least three years from potential non-renewal. On the other hand, the contract structure’s built-in review process ensures that the University can discipline and ultimately terminate faculty who consistently fail to perform at a high level.

WHEREAS increased job security for non-tenure track faculty is increasingly the norm at peer and aspirational peer institutions, with many non-tenure track faculty at the University of Michigan, for instance, enjoying ongoing status and/or “presumption of renewal”² and many non-tenure track faculty in the University of California system enjoying “Continuing Appointment Status” after six years of meritorious service³;

² See the Collective Bargaining Agreement between the Regents of the University of Michigan and the University of Michigan Lecturers’ Employee Organization (July 13, 2018—April 20, 2021, which remains in effect as negotiations are ongoing). <https://hr.umich.edu/sites/default/files/lecturers-employee-organization-agreement-2018-2021.pdf>

³ See the “Memorandum of Understanding, Non-Senate Instructional Unit,” for University of California Faculty. <https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ix/mou/introduction.html>

THEREFORE BE IT RESOLVED that, in accordance with its collective bargaining obligations, the University of Florida shall move all non-tenure track faculty who are currently on a one-year contract and whose position is not exclusively funded by a grant to a rolling three-year contract;

- This transition should occur no later than **TBD DATE**.

BE IT FURTHER RESOLVED that any non-tenure track faculty member currently on another type of multi-year contract shall have the ability to transition to a rolling three-year contract if they so choose.

DRAFT