

ACADEMIC POLICY COUNCIL (APC)

Minutes

Thursday, September 30, 2021

10:00 a.m.

135 Tigert Hall, (Student Affairs Conference Room)*

*or, if needed, via Conference Call Dial In: (605) 472-5377 access code: 843181

Present: Richard Scholtz, Jessica Judge, Nancy Clark, Andy Zimmerman, David C. Bloom, Elizabeth Wood, Michael Fang, Angela Lindner, Angela Bacsik, Amanda Phalin, Chris Hass, Laurie Bialosky, and Paul Duncan.

1. Call to Order – Richard Scholtz, APC Chair

- The meeting was called to order at 10:00 by APC Chair Richard Scholtz.

2. Approval of July 26, 2021 Minutes

- The minutes were approved.

3. APC Mission

[Academic Policy Council](#) Responsibilities were reviewed:

This council's area encompasses educational policy, including the creation, modification, or deletion of academic programs and units; curriculum; academic standing; relationship of academic units to each other; general policies concerning student instruction; and policies defining academic requirements for administrative positions of academic significance.

- Anyone interested in serving as a Vice-chair this academic year to assist the chair in his absence and with committee business should please contact Chair Scholtz.

4. New Business

- **Post Tenure Review** – David C. Bloom, Faculty Senate Chair

- The Florida legislature is expected to take up the topic of tenure and its meritoriousness. With a few exceptions, (Florida Gulf Coast, New College, and Florida Polytechnic University), the 12 Florida State University System (SUS) schools offer tenure.

- BOT Chair Mori Hosseini supports has expressed support of tenure to, among other things, aid faculty recruitment and retention, particularly now that UF is a Top Five public university. A post-tenure rigorous review plan was requested at the September Board of Trustees meeting and Chair Hosseini has asked the faculty and the Provost to

develop a plan. There is currently a seven-year post tenure review which could arguably be more comprehensive. Crafting such a plan may help address salary compression, and provide a positive opportunity for merit and other raises for faculty.

Points of discussion included:

- More faculty 'poaching' by other schools is expected now that UF has secured a space in the Top Five.
- The University of California system has a rigorous two-year post tenure review which may cause undue administrative and faculty burden.
- Council agreed that a 5-year post tenure review would work best at UF.
- A post-tenure review framework is needed but it would be helpful to have college-specific metrics or components to account for different academic or professional benchmarks in different colleges.
- Consideration needs to be given to non-tenured faculty who are over-performing.
- This is an opportunity to establish a positive system for faculty and help diffuse any possible negative tenure-related legislative scenarios.
- Recognition should be given to the amount of monetary resources generated by faculty in support of Florida's economy and in problem-solving key societal issues.
- This would be a separate review between promotional reviews/merit raises.
- A scale of up to a ten percent increase may be proposed. Monetary increases could be considered based on such performance categories of: exceptional; performing at expected levels; and in need of a remediation plan.
- Many units within UF clearly communicate how many faculty publications and grants are expected to be generated/obtained.
- As each college receives pressure to raise their unit ranking status, this could be a helpful way forward.
- Because tenure review at UF may vary between colleges and at department levels, it will be important to clearly catalog and articulate if and which models are in place; how much tenure review occurs in each; how rigorous it is; and if any Collective Bargaining Agreement (CBA)-required metrics apply.
- The University of California and University of Texas have codified systems which may be helpful to reference. Reviewing elements of post tenure review processes of UF's aspirational peers may reduce any redundant work in this project endeavor.
- A task force would be helpful as this topic would cross-over or involve multiple Faculty Senate councils and committees.
- Core distinctions between instructional and non-research faculty, as compared to tenured faculty, should be recognized in any forthcoming plan to acknowledge the varying benchmarks of each for faculty promotion or success.
- Does UF need more tenure track spaces?
- Council briefly discussed what precipitated this topic interest from the Florida legislature, including industry versus academic earnings and academic freedom.
- Council discussed rigorous peer performance reviews, committee reviews, and which

metrics should be used as a springboard to improvements.

- Most cost of living standard increases are not being undertaken in academics nationally, and salary compression and retention has become an issue for many institutions, including the need to address the funding of faculty compensation initiatives.
- A post tenure review could provide an opportunity to create scholarship excellence and highlight academic analytics, leadership roles in study sections and service, publication success, etc.
- The Compensation & Equity Committee can review the benefits piece of this discussion and unit P& T Committees could also be involved.
- Avoiding adding more tenure and promotion review committees and panels was discussed, relative to changing the current seven-year process to a five-year process.
- Council established that fact-finding is needed immediately to establish what the current policies are for P&T and for post-tenure review across the university, including attrition rates.
- A proposal would ultimately be brought to Faculty Senate after collecting data and establishing a strategy.
- A motion to establish a Post-tenure Review Faculty Senate Task Force, initiated by Chair Bloom, carried unanimously.
- Please contact Chair Bloom if you are interested in serving and/or in providing names of any faculty who could serve.

5. Old Business

- **Canvas Syllabus Template / [Syllabi Statement](#) Update**

- The syllabus statement tasked in the last (July emergency) meeting was adapted exactly as carried by council.
- The University IT Committee met on Monday and Director of Academic Technology Mark McCallister is looking into the APC's request to formulate a Canvas syllabus template in which specific course information can be added to required boilerplate language. The committee also discussed minimum Canvas usage requirements and required syllabi postings, and how to make the latter easier for faculty and more consistent across campus.
- Council briefly discussed how US News and World Report Rankings are determined and what metrics are used. Director of Institutional Research & Planning Cathy Lebo is the point person for such inquiries.

6. Adjournment

- The meeting adjourned at 10:51 a.m.