

Resolution on Post-Tenure Review

Whereas the **University of Florida Faculty Senate (UFS)** of ~~Florida Atlantic University (FAU)~~ is committed to the highest standards of excellence among its faculty;

Whereas the ~~UFS~~ **University of Florida Faculty Senate** believes that a robust and shared faculty governance process is essential to ~~the running of UF FAU~~ and to the success of any higher education campus;

Whereas the current Sustained Performance Evaluation procedures at ~~UF FAU~~ were created using the guidance and collaboration of the shared governance model;

Whereas the American Association of University Professors urges that “Post Tenure review must be created and carried out by faculty” and “should not be undertaken for the purpose of dismissal;”[1]

Whereas the Board of Governors’ (BOG) current drafts for Post Tenure Review was developed ~~without any faculty input~~ **largely without faculty consensus** *nor through the existing system of shared governance.*

Whereas versions of post-tenure review already exist across the State University System and **UF** tenured faculty can already be disciplined and/or fired for ~~cause~~ **incompetence in performance of duties;**

Whereas we have a sound tenure review process, this proposed regulation is redundant.

Whereas our institutions have committed to supporting our faculty from hire to retirement to support superior scholarship performance, provide exceptional clinical care, and successfully carry out the land grant and public mission of our SUS institutions

Whereas our faculty support rigorous peer and post tenure review and accountability to the public trust, our students, and stakeholders

Whereas we strongly believe that this is unnecessary and is politicized, we stand in solidarity in support of academic freedom and tenure with our peer SUS institutions.

Whereas University of Florida Faculty Senate views changing the post tenure review every 7 years to post tenure review every 5 years as a potential positive, AND providing compensation opportunities for a positive post tenure review is a significant innovation.

Therefore, be it resolved that University of Florida Faculty Senate and the faculty of the University of Florida follow federal and Florida state law, BOG & BOT regulations and no one is going to be impacted for their personal beliefs [1000.05 FS] (see [BOG regulation paragraph 3 on p. 2](#) and condense it.)**

Therefore, be it resolved that the ~~UFS~~ University of Florida Faculty Senate strongly opposes the BOG’s draft for Post Tenure Review in both its policies and in the way it was created. We believe it is both unnecessary, politicized, and could do harm to one of the top university systems in the nation. Further, we urge the BOG to rethink both their method of creating such a policy and the ideas contained within it.

Therefore, be it resolved that we are most excited about the opportunity for reinvestment in our faculty following successful post tenure review.

*** Tenured faculty in administrative roles, such as department chairs or directors, shall be evaluated annually by the appropriate college dean based on criteria established by the university. Such evaluations shall include a review of performance based on all assigned duties and responsibilities and professional conduct. Such evaluations shall also include the following, if applicable: performance of academic responsibilities to the university and its students; non-compliance with state law, Board of Governors' regulations, and university regulations and policies; any violation of section 1000.05(4), Florida Statutes; and substantiated student complaints.