

ACADEMIC POLICY COUNCIL (APC) MINUTES

Emergency/Previously Unscheduled Meeting

Thursday, August 4, 2022

2:30 p.m.

via Zoom:

<https://ufl.zoom.us/j/98983783174?pwd=N2tLUFh6ckppY1BiTVNXanNNWnR6dz09>

Meeting ID 989 8378 3174 Passcode 407312 Dial: 301-715-8592

Attending: Richard Scholtz, Angela Bacsik, Amanda Phalin, Chris Hass, Ben Smith, Cary Mobley, Crystal Marull, Cynthia Morton, David Bloom, Jorg Peters, Laurie Bialosky, Karen Whalen, Keith Rambo, Nancy Clark, Norman Beatty, Sarah Lynne, Taylor Rose, Danaya Wright, Emma Carlson, Rachel Arnow-Richman, and Tom Kelleher.

1. Call to Order – Richard Scholtz, APC Chair

- The meeting was called to order at 2:30 p.m. by APC Chair Richard Scholtz

2. Post-Tenure Review Draft Policy Review – Amanda Phalin, Faculty Senate Chair

a. [Post-Tenure Review Draft](#)

b. [Post-Tenure Review Regulation Development Summary](#)

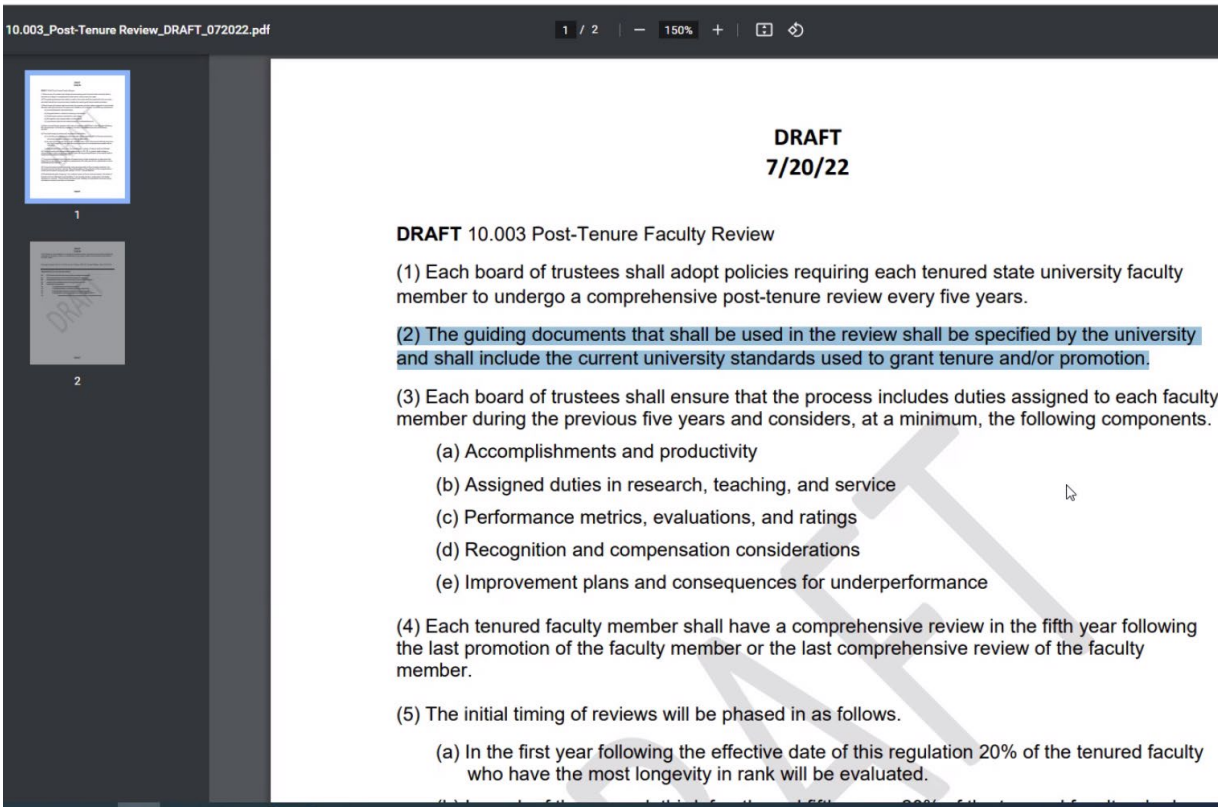
- Chair Phalin explained the post-tenure review process and where it currently is in the shared governance process. She shared [feedback](#) received from faculty through its College Faculty Councils/Assembly Chairs and others and will provide feedback to the ACFS (Advisory Councils of Faculty Senates) tomorrow.

- Faculty discussed the vagueness of the regulatory language being an advantage to apply to all 12 SUS (State University Schools) institutions.

-An example of the benefit of utilizing general language was screen-shared.

- Concern was expressed about the ‘periodic review’, particularly in reference to existing college performance evaluations. Associate Provost Hass noted that, currently, it is the state’s intent is to pass the responsibility for establishing such evaluations and processes to the university. UF is not interested in changing its current processes. APC discussed the feasibility of a tenure evaluation occurring every seven or five years, as well as some Collective Bargaining Agreement (CBA) language pertaining to ‘automatic’ approvals/ or overall positive evaluations. It was noted that less than 1 percent receive an unsatisfactory evaluation, so it seems effective and beneficial to keep the current UF processes.

- ‘Against current standards’ vs. past standards concerns were discussed, including how faculty will be judged and if this language would create confusion. This should not be a concern because the regulations and CBA language indicate that establishing such standards remains the responsibility of departments and colleges.



- It was discussed and clarified that the language applying to non-tenured faculty appear to apply just to the two SUS schools which currently do not offer tenure.
- If negative reviews of annual evaluations occur for non-tenured faculty, it is fair to assume that employment status would be in question.
- Multi-year contracts in non-tenure track space considerations were briefly discussed; will this create new burdens for non-tenured faculty?
- Varying college faculty reviews were discussed in terms of aligning processes with this new regulation.
- The regulation may provide an opportunity to add a monetary or positive compensation for strong tenured faculty performance. Equity related to non-tenured faculty was discussed.
- A lot of faculty pushback comes from a lack of knowledge regarding the process, organizational stakeholders, and regulation content.
- An inquiry was raised and briefly discussed regarding irregularities in the final sentences of the [Post-Tenure Review Regulation Development Summary](#) document.
- Recommend that this document be amended to very specifically refer to tenured faculty; so consistent language of 'tenured faculty' is needed. Also, the deletion of specific details would be more helpful, so that the institutions themselves have the opportunity to establish specific processes.
- Faculty advocacy was discussed, and it was noted that there may be an expectation by faculty that there will be changes because of this regulation, which may or may not

occur.

- Generally, ten years is an average promotion/tenure cycle. There is also an existing Provosts' network, and undergraduate affairs support.
- Chair Phalin is coordinating an affinity group across the SEC with the goal of sharing best practices and communicating about the current environment.

3. Adjournment

- The meeting adjourned at 3:30 p.m.