

Resolution on Post-Tenure Review

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

Whereas the UFS believes that a robust and shared faculty governance process is essential to the running of FAU and to the success of any higher education campus;

Whereas the current Sustained Performance Evaluation procedures at 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 nor through the existing system of shared governance.

Whereas the protections provided by tenure draw the best faculty to Florida, and harming the tenure process will harm the entire higher education system;

Whereas versions of post-tenure review already exist across the State University System and tenured faculty can already be disciplined and/or fired for cause;

Whereas the BOG has largely ignored the thoughtful and constructive comments presented by faculty and administration to improve their Post-Tenure Review guideline drafts;

Whereas the current BOG proposal for Post Tenure Review removes evaluation from scholars who are experts in their fields and puts the decision in the hands of individuals who have no training or familiarity with the disciplines being reviewed;

Whereas the current BOG draft for Post Tenure Review conflates scholarship and academic freedom with employment regulations that are already enforced through existing disciplinary systems creating confusion and providing an opportunity for potential abuse;

Whereas the BOG has dramatically shortened the period of public comment on their draft for Post Tenure Review, limiting the ability for faculty and administrators to participate in shared governance;

Therefore, be it resolved that the UFS 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.

Signed this 22nd day of November 2022

Kimberly Dunn, Ph.D.
President, University Faculty Senate

[1] <https://www.aaup.org/report/post-tenure-review-aaup-response>