

## **University of Florida Faculty Senate Resolution on Post-Tenure Review Regulation**

Whereas the University of Florida Faculty Senate is committed to the highest standards of excellence among its faculty;

Whereas UF is committed to supporting our faculty from hire to retirement in superior scholarship, providing exceptional clinical care, and successfully carrying out the educational and extension missions of this land grant SUS institution;

Whereas we stand in solidarity in support of academic freedom and tenure with our peer SUS institutions;

Whereas the University of Florida Faculty Senate believes that a robust shared governance process is essential to UF and to the success of any higher education institution;

Whereas the current Sustained Performance Evaluation procedures at UF 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) proposal for Post Tenure Review was developed largely without incorporating faculty input and outside the existing system of shared governance;

Whereas tenured faculty can already be disciplined and/or fired for incompetence and/or misconduct at any time;

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

Whereas the University of Florida Faculty Senate views changing the post-tenure review to provide compensation opportunities for positive reviews as a significant innovation;

Whereas the UF Faculty Senate is committed to the discussion of diverse viewpoints;

Whereas history has shown that free and open inquiry in the pursuit of truth requires protections from political and bureaucratic interventions, which is the sole purpose of tenure;

Whereas this post-tenure review regulation undermines tenure protections, academic freedom, and consequently, the free and open inquiry in the pursuit of truth at the University of Florida;

Therefore, be it resolved that the University of Florida Faculty Senate finds that this regulation is unnecessary and that it opens the process to potential abuse and hereby recommends that the BOG not adopt it until the following changes have been made:

- Removal of the reference to Florida Statute 1000.05;
- Addition of a statement that specifically supports academic freedom, tenure, and due process;
- Identification and allocation of funding sources for post-tenure positive performance compensation;
- Removal of those aspects of the regulation that make it ripe for abuse. This means at a minimum (i) ensuring that the power to dismiss is not given to a single individual, (ii) ensuring that any finding of 'does not meet expectations' is confirmed by those with expertise in the relevant discipline, and (iii) amending 4(f)4 to read "Unsatisfactory: failure to meet expectations that reflect disregard or failure to follow ~~previous~~ advice or other efforts ~~to provide for~~ **correction or assistance provided in a previously received Performance Improvement Plan**, or performance involves incompetence or misconduct as defined in applicable university regulations and policies."

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