

STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF GOVERNORS
Academic and Student Affairs Committee
September 18, 2024

SUBJECT: Post-Tenure Review Update

PROPOSED COMMITTEE ACTION

For information

AUTHORITY FOR BOARD OF GOVERNORS ACTION

Article IX, Section 7, Florida Constitution

BACKGROUND INFORMATION

Board of Governors Regulation 10.003, Post-Tenure Faculty Review, outlines the process each institution in the System must follow regarding post-tenure faculty reviews. University boards of trustees are required to have post-tenure review policies to ensure high standards of quality among faculty, to determine whether faculty are meeting expectations while complying with applicable laws and regulations, to recognize and incentivize exceptional achievement, and to refocus academic and professional efforts when appropriate.

Regulation 10.003 requires that each tenured faculty member have a comprehensive post-tenure review in the fifth year following the last promotion or the last comprehensive review, whichever is later. Beginning in the first year of implementation of this regulation, universities must review 20% of tenured faculty each year. As a part of the review, faculty members complete a dossier highlighting accomplishments and demonstrating the performance of assigned duties. The process then goes to the department chair and college dean for review, and the dean assesses the faculty member's performance on a four-point scale. Faculty can receive a score of 1 for exceeding expectations, 2 for meeting expectations, 3 for failing to meet expectations with room for improvement, and 4 for unsatisfactory performance involving incompetence, misconduct, or disregard for previous corrective assistance. Following the college dean's input, the chief academic officer then reviews the faculty member's performance, including a rating of 1, 2, 3, or 4. Faculty receiving a final performance rating of 1 or 2 shall be recommended for recognition and/or compensation, faculty receiving a rating of 3 should go on a performance improvement plan, and faculty receiving a rating of 4 shall receive a notice of termination.

Regulation 10.003 requires each institution in the System to conduct an audit of its comprehensive post-tenure review process every three years. Audits must be performed by the institution's chief audit executive or by an independent third-party auditor. Audits will count the number of faculty members in each of the four possible performance categories, assess the institution's response in the cases of each category, and review any findings of non-compliance with applicable state laws, Board of Governors' regulations, and university regulations and policies.

Ms. Emily Sikes, Interim Vice Chancellor for Academic and Student Affairs, will provide an update on the implementation of Regulation 10.003.

Supporting Documentation Included: None

Facilitators/Presenters: Ms. Emily Sikes