

Resolution 2012-2013-6 Sustained Performance Evaluations for Tenured Faculty

Whereas, the faculty at UCF has demonstrated high academic achievement and research productivity as confirmed by the University earning the Carnegie classification of "Research University with very high research activity" (RU/VH), and

Whereas, UCF tenured faculty needs to maintain a record of continuing scholarship and productivity commensurate with other research universities of the same Carnegie rank, and

Whereas, UCF recognizes that sustained performance evaluation is an important best-practices means of not only identifying areas for development of faculty after having earned tenure, but also recognizing and rewarding productivity of tenured faculty, and

Whereas, UCF recognizes that no procedure for evaluation of faculty should be used to weaken or undermine the principles of academic freedom and tenure but instead should be used to facilitate faculty development, and

Whereas, UCF wishes to address not only areas for improvement but also recognize and reward sustained productivity; therefore

Be It Resolved that the sustained performance evaluation policy is revised so that below satisfactory performance in areas of designated duties is defined as an average rating of below two (2) for Satisfactory in that area of assigned duties during the evaluation period of seven consecutive years. The average shall be determined as stated in the current policy by assigning a value to the annual faculty evaluation of 4 for Outstanding, 3 for Above Satisfactory, 2 for Satisfactory, 1 for Conditional, and 0 for Unsatisfactory.

Be It Also Resolved that tenured faculty who meets or exceeds an average rating of 3 for Above Satisfactory on the overall evaluation, during their seven year evaluation period shall be awarded a salary raise at completion of the review cycle.

Approved by the Faculty Senate on March 28, 2013.