

**Resolution 2016-2017-18 Abbreviated Cumulative Progress Evaluation (CPE)
Requirement for Promotion to Full Professor**

Whereas, the Cumulative Progress Evaluation (CPE) process is mandatory for Assistant Professors and Associate Professors on the tenure-track who have not yet been granted tenure; and

Whereas, the COACHE survey of faculty (satisfaction) in 2015 demonstrated UCF's strength in clarity on the requirements for tenure and promotion to Associate Professor, which may have resulted from the CPE process; and

Whereas, the COACHE survey of faculty (satisfaction) in 2015 also indicated that faculty promotion to Full Professor was an area of concern for the University; and

Whereas, the current collective bargaining agreement allows any faculty at the Associate Professor level to be evaluated for progress towards promotion to full professor via a CPE process; and

Whereas, only those faculty who seek promotion to full Professor would be impacted by a one-time requirement for an abbreviated CPE prior to submission for promotion; and

Whereas, the abbreviated CPE for Associate Professors would consist of an up-to-date Curriculum vitae and a one page summary statement of impact, parallel to a pilot program developed in the College of Science; and

Whereas, the abbreviated CPE for Associate Professors would allow for valuable feedback on a candidates potential for promotion when stakes are low, and would be ideal to occur 2-3 years prior to application for Full professor; and

Whereas, the abbreviated CPE for Associate Professors could be done regularly (based on the faculty members prerogative), providing valuable guidance to the faculty member on his/her progress towards promotion; therefore

Be it resolved that faculty at the Associate Professor level will be required to be reviewed for their progress for promotion to Full Professor (abbreviated CPE for Associate Professors) at least one time *prior* to their application for promotion to Full Professor.

Approved by the Faculty Senate on March 30, 2017.