

Resolution on post-tenure review:

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 post-tenure review is an important best-practices means of ensuring that faculty remain highly productive well after having earned tenure, and

Whereas the current criteria for post-tenure review were instituted quite some time ago when the University had not achieved its current academic renown and Carnegie rating, and

Whereas UCF wishes to address substandard accomplishment and reward outstanding productivity; therefore

Be it resolved that the sustained performance evaluation policy is revised to mandate that every tenured faculty member shall be required to attain or exceed an average rating of two (2) during the evaluation period of seven consecutive years. The average shall be determined 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 faculty who meets or exceeds a rating of 3, during their seven year evaluation period shall be awarded a bonus or salary raise at completion of the review cycle.