

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

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

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

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

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

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

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

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

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

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