

# Florida Polytechnic University Appointments and Promotions

UFF-Florida Poly Proposal

# Issues with the Current System

- **The rigor of a tenure system without the security of tenure.**
  - The university states in job ads that the system “substantially mirrors tenure systems.” This is deceptive.
  - Subjects faculty members to a tenure-like process every 3 to 6 years. Faculty at other universities typically undergo a tenure-like process only once.
  - Faculty members must “apply for their jobs” every 3 to 6 years encouraging them to apply for other jobs as well.
  - The system encourages faculty turnover and discourages faculty recruitment.
  - The system undermines shared governance.
- Too few Associate Professors and Professors too many of whom are supervisors
  - Work burden for those faculty members
  - Perception that the process’s outcome is determined by the administration (i.e. belief the process is not “fair”)

# Additional Issues with the Current System

- The review of Assistant Professors after three years is high stakes. At most universities similar processes are aimed at preparing for promotion.
- The reappointment of Instructors is at the discretion of the administration.
- Appointments of Wellness Counselors and Assistant Librarians are not included.
- Promotions for Wellness Counselors, Assistant Librarians, and Instructors are not included.

# Proposed Changes in Professor Process

- Removal of the Preliminary and Full Review Processes
- New processes
  - Assistant Professor Review at three-year mark
    - Goal: Guide assistant professors to promotion.
    - Non-reappointment only possible with previously identified work deficiencies.
  - Promotion Review for promotion to Associate Professor and Professor
    - Substantially similar to current “Full Review” process

# Changes to Process Details

- Changes to Department Evaluation Panel
  - Allows service on panel of faculty of same rank as candidate with 3+ years' experience in certain situations
  - Excludes non-unit members from panel excepting the committee chair
  - Expands size to five members
  - Recommendations based on anonymous votes
- University Evaluation Committee has been eliminated.

# Reappointment for Associate Professors and Professors

- The initial contract term is three years.
- At the end of the initial contract, a new three-year contract is issued.
  - At the end of each year starting with this contract, the faculty member will receive a new three-year contract unless
    - Received an evaluation rating of “deficient” the previous year OR
    - Received an evaluation rating of “needs improvement” over the previous two years
  - After failing to receive a new contract
    - If they subsequently receive a “meets expectation” or better on an evaluation, they receive an additional year on their contract.
    - If they subsequently receive a “meets expectation” or better on two consecutive evaluations, they will receive a new three-year contract and return to the regular process.
- Effectively post-promotion review happens as part of the evaluation process.

# Changes to Instructor processes

- Appointment
  - Initial appointment: two years
  - Probationary reappointment for first two years of employment. This process is identical to the current process.
  - Regular reappointment used after first two reappointments.
    - Reappointed automatically unless evaluations have identified deficiencies.
    - If reappointment is not automatic, they undergo a process similar to the current process.
- Promotion process substantially mirrors process for professors except that it does not require external letters.

# Processes for Wellness Counselors and Assistant Librarians

- Reappointments are substantially similar to current instructor model.
- Promotion system simplified process more dependent on supervisors.



# Other Changes

- Pandemic extension of one year for current Assistant Professors
- Written justification for revocation of special commitments or conditions
- Removal of payout option
- The university may not introduce new reasons for denying a reappointment or promotion during the grievance/arbitration process.