

SUMMARY OF PROPOSED NEW UNIVERSITY REGULATION

FSU-4.073 Post-Tenure Faculty Review

In 2022, the Florida Legislature amended Section 1001.706, Florida Statutes and authorized the Board of Governors to “adopt a regulation requiring tenured state university faculty members to undergo a comprehensive post tenure review every 5 years”, also providing minimum review criteria and processes”.

The Board of Governors adopted BOG Regulation 10.003 Post-Tenure Faculty Review, effective March 29, 2023. The BOG regulation requires that “each board of trustees shall adopt policies requiring each tenured state university faculty member to undergo a comprehensive post-tenure review.” The proposed FSU Regulation is in response to this requirement.

The proposed FSU Post-Tenure Review Regulation aligns as closely as possible with current FSU faculty evaluation policies while also meeting the requirements specified in the BOG regulation. It consists of an examination of the faculty member’s accomplishments and performance of assigned responsibilities, like current annual evaluations, but for a five-year period. At the outset, 20% of eligible tenured faculty will receive this five year review each year over a five-year period. Subsequently, such reviews will occur five years after the most recent five-year review.

Faculty will provide evidence of accomplishments and performance of assigned responsibilities for the designated five-year period. Supervisors may request feedback from faculty advisory committees as part of their review process. Supervisors’ evaluations must include any findings of disciplinary actions based on substantiated evidence of failure to comply with relevant law and policy. The faculty’s supervisor will review and certify the submitted materials, prepare a summary document, and submit it to the appropriate Dean.

The Dean will review the submitted materials and prepare a summary report that includes recommended performance ratings of “Exceeds”, “Meets”, “Does Not Meet”, and “Unsatisfactory”. Deans forward their reports and all submitted materials to the Provost.

The Provost will review the materials and reports received from deans and accept, reject, or modify deans’ recommended performance ratings. Faculty members who receive ratings of “Exceeds” or “Meets” expectations shall receive monetary reward. Those who

receive a rating of “Does Not Meets” will be placed on a Performance Improvement Plan. A rating of “Unsatisfactory” shall result in a proposal to terminate employment.

In accordance with current FSU policy, the proposed regulation permits faculty to review all materials included in the review process and to appeal evaluation outcomes.

The Provost will annually report the review process to the President and Board of Trustees and the Office of Audit Services will audit the process every three years. That audit will be provided to the Board of Trustees and BOG.

AUTHORITY FOR PROPOSED REGULATION

The authority for the proposed regulation is as follows: BOG Regulations 10.003, 1.001(3) (j), BOG Regulation Procedure July 21, 2005, Sections 1001.706(6)(b), Florida Statutes.

UNIVERSITY OFFICIAL INITIATING THE REGULATION

Proposed adoption of Regulation FSU-4.073 has been initiated by Vice President for Faculty Development and Advancement

PROCEDURE FOR PROVIDING COMMENTS ON THE PROPOSED UNIVERSITY REGULATION

Any person may submit written comments concerning the proposed regulation **within 14 days of the date of this notice to:**

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