FLORIDA BOARD OF GOVERNORS
NOTICE OF PROPOSED NEW REGULATION

DATE:

10.003 Post-Tenure Faculty Review

(1) Each board of trustees shall adopt policies requiring each tenured state

comprehensive post-tenure review outlined in Section (6) below.

(3) Review Requirements

   (a) The comprehensive post-tenure review shall include consideration of the following.

1. The level of accomplishment and productivity relative to the faculty member's assigned duties in research, teaching, and service, including extension, clinical, and administrative assignments. The university shall specify the guiding documents. Such documents shall include quantifiable university, college, and department criteria for tenure, promotion, and merit as appropriate.

2. The faculty member's history of professional conduct and performance of academic responsibilities to the university and its students.

3. The faculty member's non-compliance with state law, Board of Governors' regulations, and university regulations and policies.

4. Unapproved absences from teaching assigned courses.

5. A

member's department chair.

(f) The dean of the college shall add to the dossier a brief letter assessing the level of achievement during the period under review. The letter shall include any concerns regarding professional conduct, academic responsibilities, and performance. The letter shall also include the dean's recommended performance rating using the following scale.

1. Exceeds expectations: a clear and significant level of accomplishment beyond the average performance of faculty across the faculty member's discipline and unit.

2. Meets expectations: expected level of accomplishment compared to faculty across the faculty member's discipline and unit.

3. Does not meet expectations: performance falls below the normal range of annual variation in performance compared to faculty across the faculty member's discipline and unit but is capable of improvement.

4. Unsatisfactory: failure to meet expectations that reflect disregard or failure to follow previous advice or other efforts to provide correction or assistance, or performance involves incompetence or misconduct as defined in applicable university regulations and policies.

(g) The dean of the college shall forward the dossier to the chief academic officer for review.

(h) The chief academic officer shall review the dossier provided by the dean of the college.

(i) With guidance and oversight from the university president, the chief academic officer will rate the faculty member's professional conduct, academic responsibilities, and performance during the review period. The chief academic officer may accept, reject, or modify the dean's recommended rating. The chief academic officer may request assistance from a university advisory committee in formulating an assessment. Each faculty member reviewed will receive one of the following performance ratings, as defined in (4)(g) above.

1. Exceeds expectations

2. Meets expectations

3. Does not meet expectations

4. Unsatisfactory

(j) The chief academic officer shall notify the faculty member, the faculty member's department chair, and the appropriate college dean of the outcome.

(5) Outcomes
   (a) University regulations and policies regarding outcomes of the

review process for the prior fiscal year and submit a final report to the university's board of trustees by February 1. The audit shall be performed by the university's chief audit executive or by an independent, third-party auditor, as determined by the chair of the university's board of trustees.

1. The auditor must provide the university Board of Trustees with a report that includes the following.

    a. The number of tenured faculty in each of the four performance rating categories as defined in (4)(g).

    b. The university's response in cases of each category.

    c. Findings of non-compliance with applicable state laws, Board of Governors' regulations, and university regulations and policies.

2. Each university Board of Trustees shall consider the audit report at the next regularly