



March 17, 2022 UCF Board of Trustees Tenure Workshop
Board of Trustees
Virtual Meeting
Mar 17, 2022 1:30 PM - 2:30 PM EDT

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**Board of Trustees Tenure Workshop
Virtual Meeting
March 17, 2022
1:30 p.m. – 2:30 p.m.**

Livestream: <https://ucf.zoom.us/j/93179222167?pwd=SIKZU2RYZINCZmh4enUzNUtwM05TZz09>
Webinar ID: 931 7922 2167

Conference Call Number: 929-205-6099; meeting ID 931 7922 2167

AGENDA

- | | |
|------------------------------|---|
| 1. Call to Order and Welcome | Alex Martins, <i>Chair, UCF Board of Trustees</i> |
| 2. Roll Call | Karen Monteleone, <i>Assistant Vice President, Board Relations</i> |
| 3. Remarks | Chair Martins |
| 4. Discussion | |
| | DISC - 1 |
| | Tenure Process: Evaluation and Decision Making
Michael D. Johnson, <i>Provost and Executive Vice President for Academic Affairs</i>
Jana L. Jasinski, <i>Pegasus Professor of Sociology and Vice Provost for Faculty Excellence</i> |
| 5. Adjournment | Chair Martins |



Board of Trustees Workshop | March 17, 2022

DISC-1: Tenure Process: Evaluation and Decision Making

Information

Discussion

Action

Meeting Date for Upcoming Action: _____

Purpose and Issues to be Considered:

Key to the success of UCF’s path to becoming a top 50 metropolitan research university is the hiring and advancement of tenure earning faculty. President Cartwright, with the chair’s support, suggested the provost host a workshop for the Board to gain a better understanding of the process behind tenure evaluation and decision making. The workshop is being held in advance of the presentation of tenure candidates to the board later this spring.

Background Information:

The tenure workshop will include information on evaluation of tenure earning faculty, types of evidence provided for review, and levels of review. The workshop will conclude with Q&A.

Tenure safeguards academic freedom and permits faculty to take intellectual risks to do work that has a significant benefit to society without the threat of job loss.

Recommended Action:

This item is for information only.

Alternatives to Decision:

N/A

Fiscal Impact and Source of Funding:

N/A

Authority for Board of Trustees Action:

N/A

Contract Reviewed/Approved by General Counsel N/A

Committee Chair or Chair of the Board has approved adding this item to the agenda

Submitted by:

Michael Johnson, Provost and Executive Vice President for Academic Affairs
Jana L. Jasinski, Vice Provost for Faculty Excellence

Supporting Documentation:

Attachment A: Tenure Process Presentation



Board of Trustees

Agenda Memo

Facilitators/Presenters:

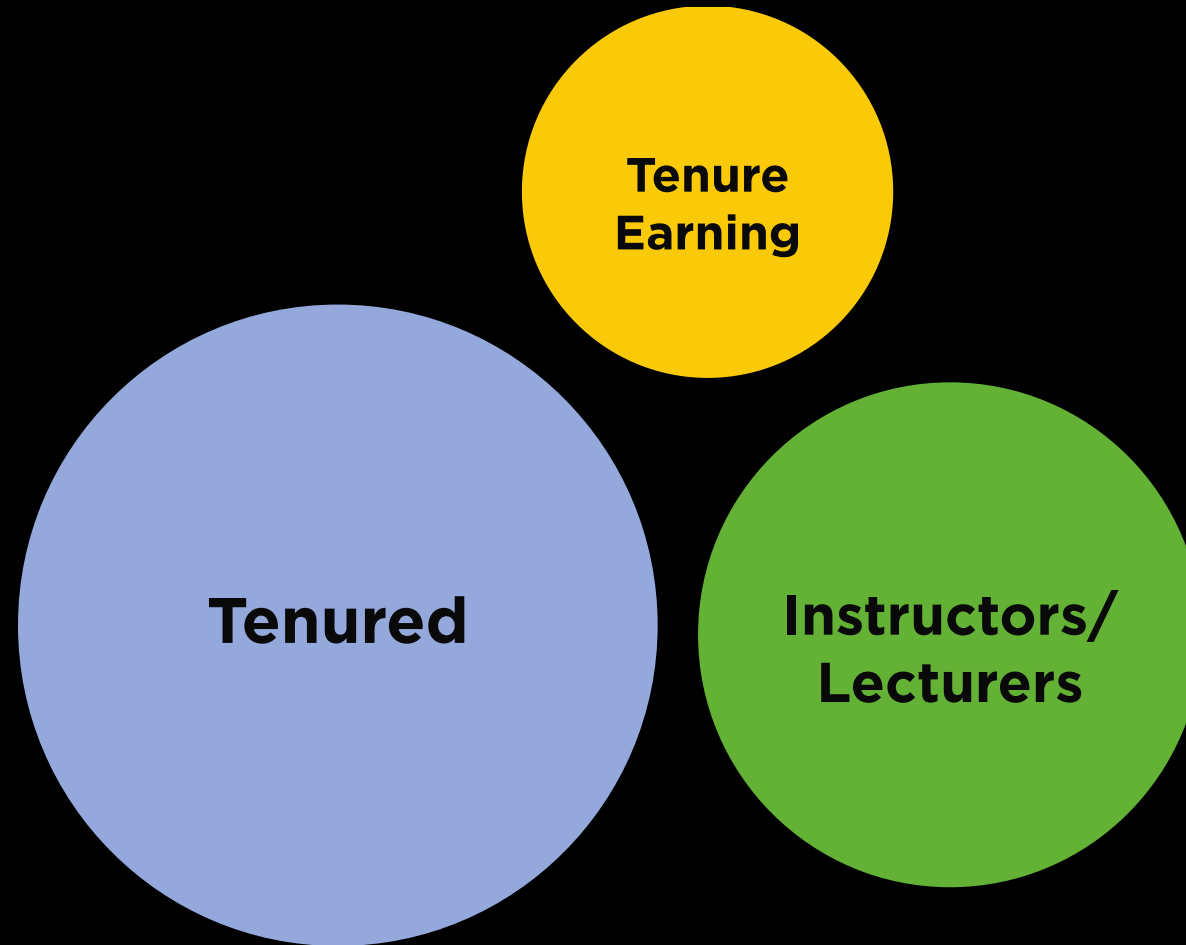
Michael Johnson
Jana L. Jasinski

Tenure Process: Evaluation and Decision Making

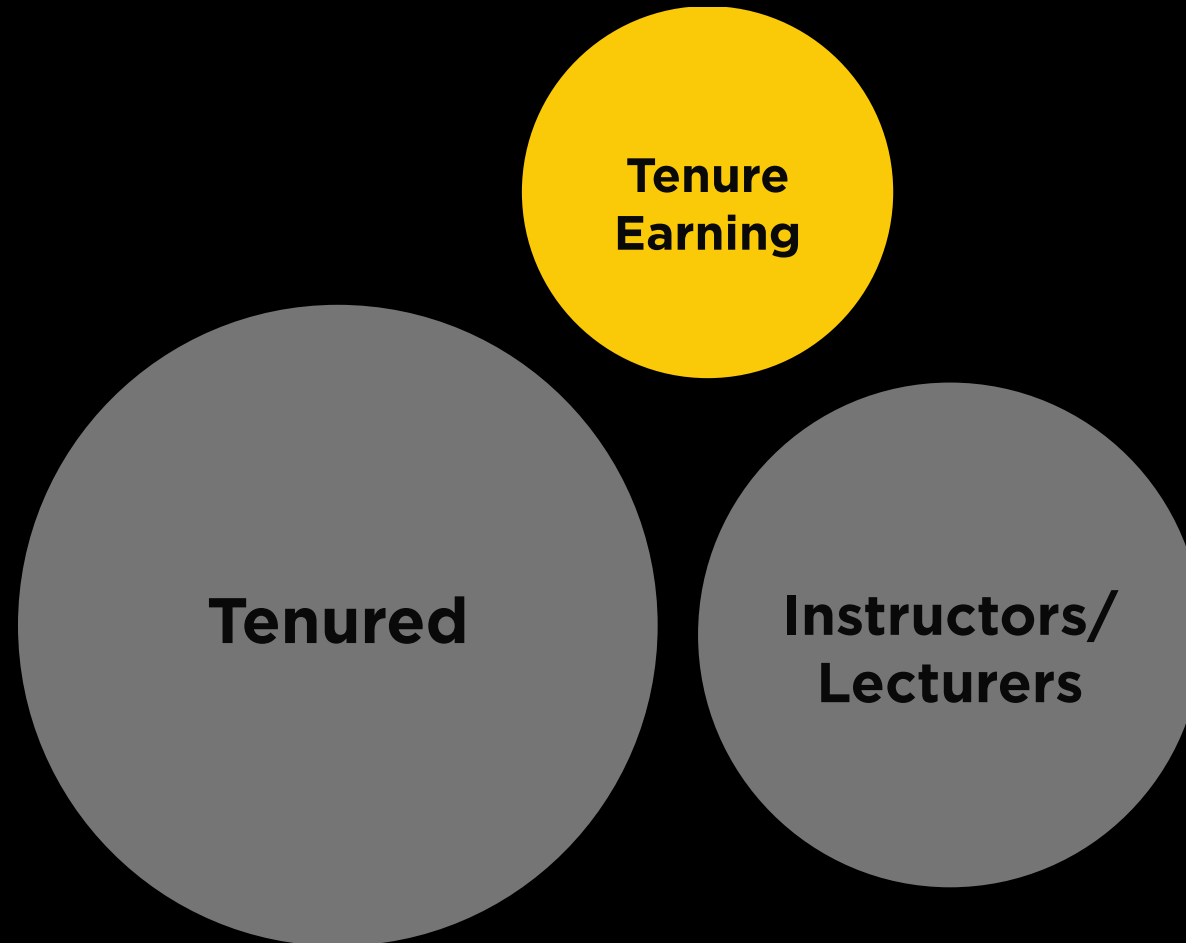
Dr. Michael D. Johnson

Provost and Executive Vice President for
Academic Affairs

UCF Full-time Instructional Faculty

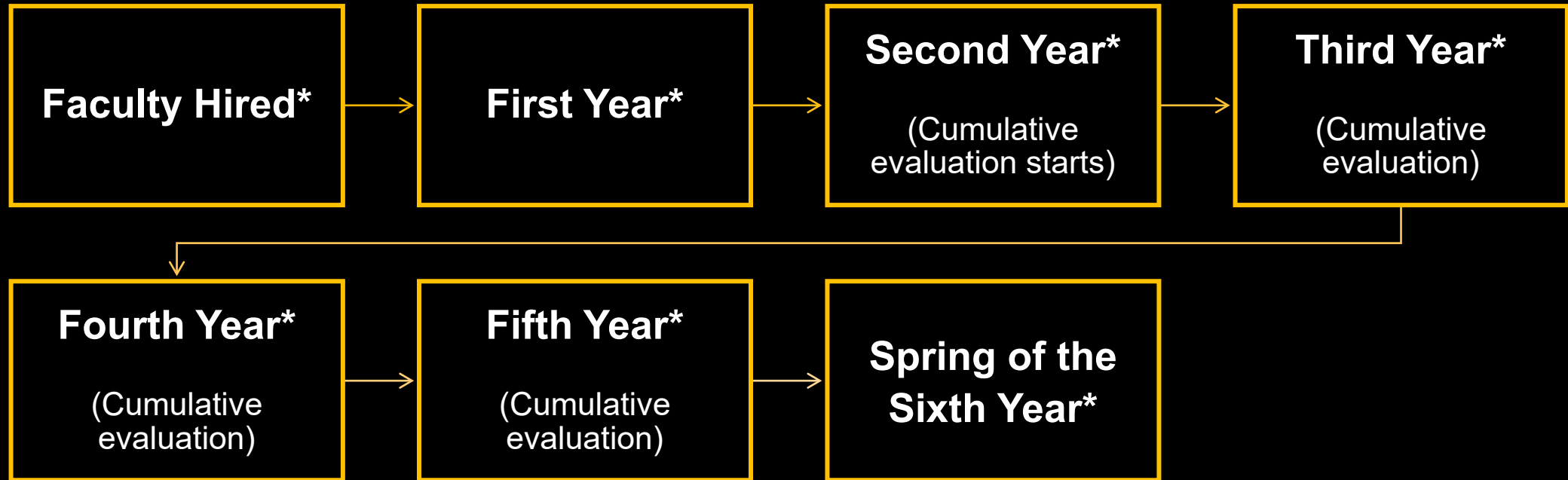


UCF Full-time Instructional Faculty



Faculty Evaluation

Evaluation Process



*Annual reviews are still held each year.

Process for Tenure and Promotion to Associate Professor

What do tenure earning faculty submit for review?



- Evidence of their achievements and impact
- CV
- External Reviewers letters



- Annual evaluations
- Annual assignments
- Cumulative Performance Evaluations



Information/evidence on:

- Research and creative activities
- Teaching activities
- Service activities

Standards and Evidence in Teaching

Standard: Excellence in Teaching/Teaching effectiveness

Evidence

- Philosophy of Teaching
- Examples of teaching materials
- Student perceptions of instruction
- Classroom peer review
- Supervision of student research projects

...and more



Standards and Evidence in Research

Standard: Productivity

Evidence

- Papers/books, presentations, performances (type of venue), shows, grants in appropriate disciplines

Standard: Quality and Impact

Evidence

- Citations, reviews, juried shows, impact factors, patents, use in industry, use to guide policy



Standards and Evidence in Service

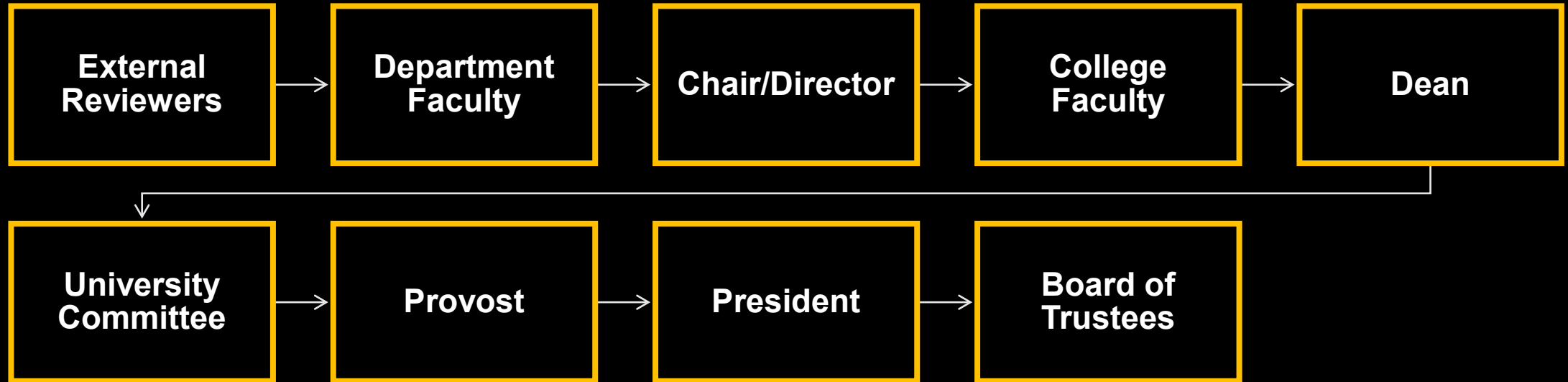
Standard: Service

Evidence

- Participation in committees
 - University, College and Department
- Serving as a senator
- Taking a leadership role in their discipline's national organization
- Community engagement



Levels of Review



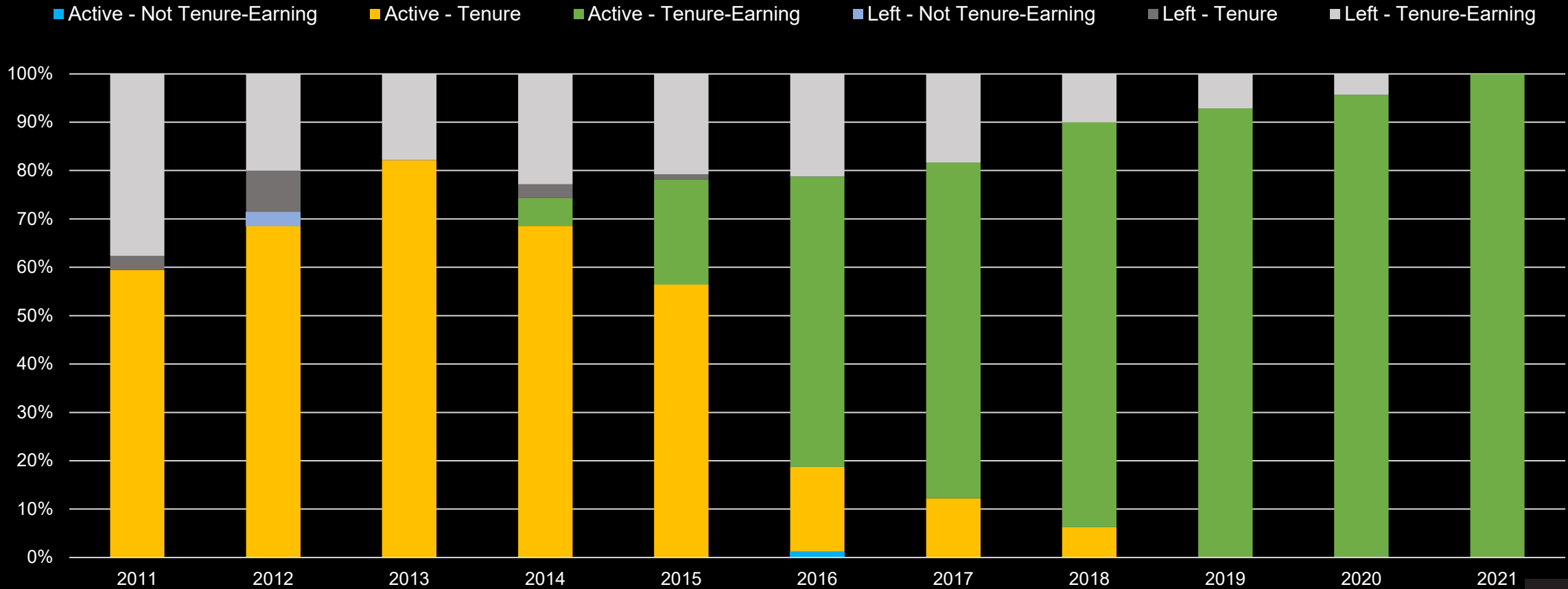
Process Timeline



Examples of What External Reviewers Say

“ His great success in obtaining external research funding, the excellent publication records, the large number of invited talks, and awards provide clear evidence that he has established viable research programs at UCF and he is well recognized in his research fields.

Faculty cohort data



Q&A

