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

Table of Contents
I. Agenda..................................................................................................................................2
II. Discussion
    A. DISC - 1 Tenure Process: Evaluation and Decision Making.........................3
III. Adjournment
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=SlZKU2RYZINCZmh4enUzNUtwM05TZz09](https://ucf.zoom.us/j/93179222167?pwd=SlZKU2RYZINCZmh4enUzNUtwM05TZz09)
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, Chair, UCF Board of Trustees

2. Roll Call  
   Karen Monteleone, Assistant Vice President, Board Relations

3. Remarks  
   Chair Martins

4. Discussion  
   DISC - 1  
   Tenure Process: Evaluation and Decision Making  
   Michael D. Johnson, Provost and Executive Vice President for Academic Affairs  
   Jana L. Jasinski, Pegasus Professor of Sociology and Vice Provost for Faculty Excellence

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
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

- Tenured
- Tenure Earning
- Instructors/Lecturers
Faculty Evaluation

Evaluation Process

Faculty Hired*

First Year*

Second Year*
(Cumulative evaluation starts)

Third Year*
(Cumulative evaluation)

Fourth Year*
(Cumulative evaluation)

Fifth Year*
(Cumulative evaluation)

Spring of the Sixth Year*

*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

- External Reviewers
- Department Faculty
- Chair/Director
- College Faculty
- Dean
- University Committee
- Provost
- President
- Board of Trustees

Process Timeline
- Dossier submissions: August
- BOT meeting: May (the next year)
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

- Active - Not Tenure-Earning
- Active - Tenure
- Active - Tenure-Earning
- Left - Not Tenure-Earning
- Left - Tenure
- Left - Tenure-Earning

Yearly percentages for each category from 2011 to 2021.