

*Background: This document originated from the Faculty Professional Interest Committee and Discussions with the Faculty Assembly as early as September 2016.*

Faculty hiring: All hiring of faculty will follow a faculty-driven search process, with faculty driving the description of expected qualifications and performance of a new faculty hire.

Contracts: In the absence of a tenure system, the faculty can anticipate an environment that enables and encourages fair and stable employment opportunities and ongoing career development. Faculty status and related matters will be held primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, and dismissal. The primary responsibility of the faculty for such matters is based upon the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exists for both adverse and favorable judgments.

Given that the President has stated that Florida Poly offers contracts of two years for assistant professors, three years for associate professors, and five years for full professors (C&EN. Volume 94 Issue 37, pp. 34-36 Issue Date: September 19, 2016 Cover Stories: Walking the Tenure Tightrope -- Young Universities Ditch the Tenure System) the faculty and professional academic professionals propose a mechanism in which the President's vision can be realized. That is, all new Assistant Professors will be offered a 2-year contract, and that contract will automatically renew for an additional 2 years with each satisfactory annual performance review, based on the expectations set forth in their FARE form. In the case that an Assistant Professor does indeed receive less than a satisfactory performance review, the term of their previous contract will remain in place, however, a subsequent satisfactory annual review would then renew their contract for another 2-year term. We expect that the same types of conditions regarding auto-renewal based of annual performance reviews to work in the same manner for Associate and Full Professors with 3- and 5-year cycles, respectively.

Performance Evaluation: The primary/first evaluation of faculty performance will be provided by peer review from other Florida Poly faculty – this presumes that Florida Poly faculty have intimate knowledge of the unique environment under which we operate. Faculty will be responsible for the first level of assessing performance, while academic professionals and faculty combined will be responsible for the first level of assessing academic professionals performance. A second level of review will exist at the administrative level, where the criteria for assessing performance will be examined and the decision for continued employment will reside.

Given that the conditions of employment have a significant impact on faculty performance – and hence on the education of our students, the conduct of our research, and the pursuit of our scholarship – the administration will ensure that any proposed change in a faculty member's employment status as a result of performance evaluation will permit that member to have a best opportunity to either maintain their employment under reasonable and favorable conditions, or to pursue other professional options.

Compensation: Faculty and academic professionals expect a fair and competitive salary that rewards achievement. Base salaries shall be derived by evaluation of peers at comparable university environments, employed in comparable positions. However, given that exceptional performance deserves recognition via salary, there will be no "cap" on maximum salary, the latter to be negotiated between a specific individual and the appropriate administrative official.