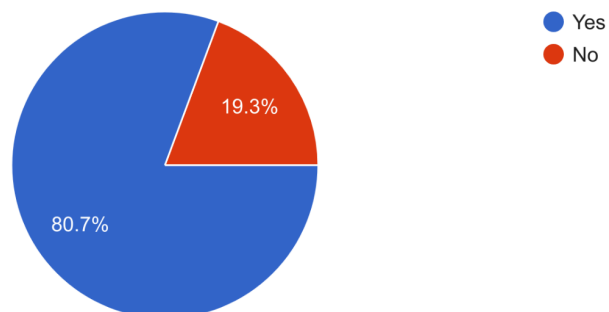


RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

Are you tenured?

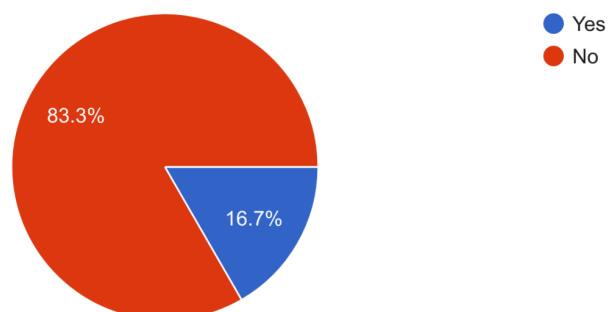
119 responses



For Tenured Faculty

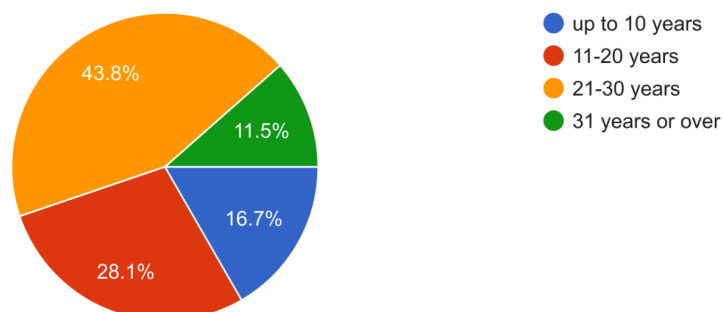
Do you hold a formal administrative appointment (chair, associate chair, director, associate director or equivalent)?

96 responses



How long have you been employed at UF?

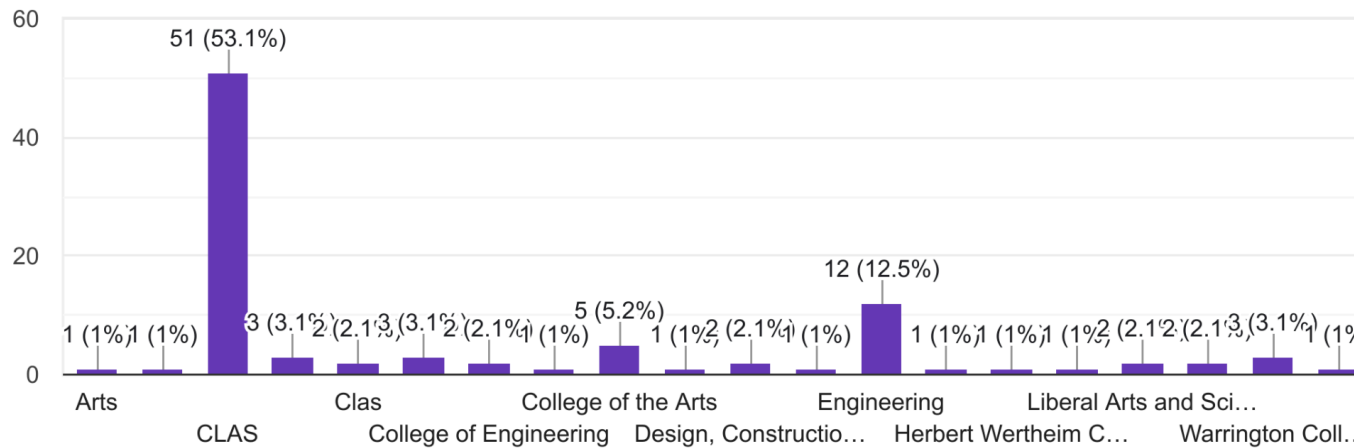
96 responses



RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

Name your college (or equivalent entity)

96 responses



Name your department (or equivalent Unit)

92 responses

Unique responses:

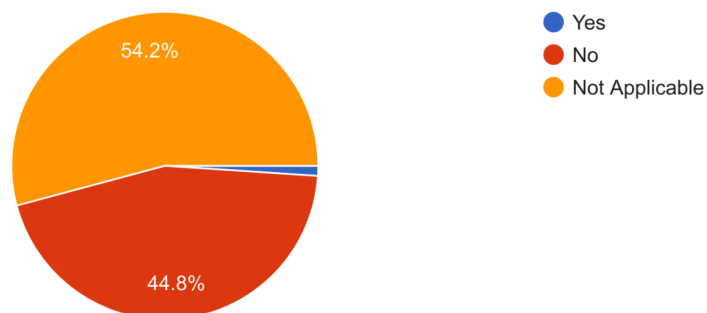
English
 Physics
 History
 Philosophy
 LLC
 Chemistry
 Anthropology
 Religion
 Mechanical and Aerospace Engineering
 Linguistics
 Psychology
 School of Music
 Electrical and Computer Engineering
 Library West
 AST
 Geological Sciences
 WEC
 Urban and Regional Planning
 Spanish and Portuguese
 History
 Astronomy

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Computer Science
School of Art & Art History
Engineering School of Sustainable Infrastructure and Environment
Urban and Regional Planning
Classics
Mathematics
Languages, Literatures and Cultures
Special Collections & Area Studies
Materials Science and Engineering
School of Teaching and Learning
Xxxx
Finance Insurance and Real Estate
Sociology and criminology &law
Biology
ANTHROPOLOGY
HDOSE
P. K. Yonge
Civil and Coastal
Fisher School of Accounting
Chemical ENgineering
ANT
Political science
ESSIE

Did you decide to retire or resign after being chosen to undergo PTR?

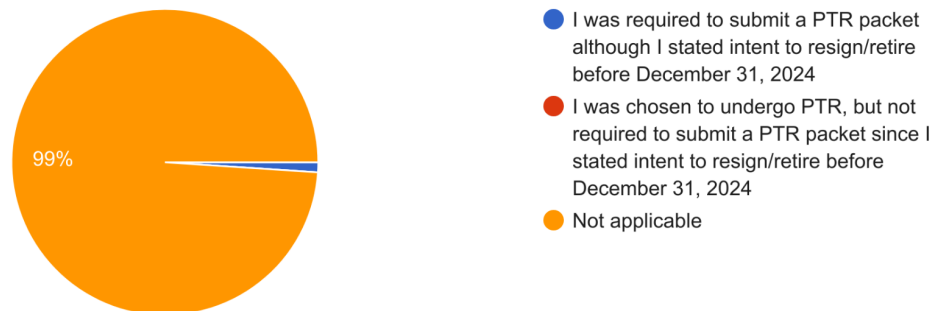
96 responses



RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

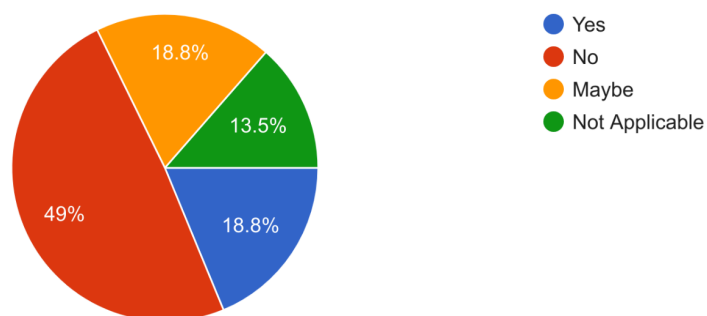
I was required to submit a PTR packet although I formally stated my intent to resign/retire before December 31, 2024.

96 responses



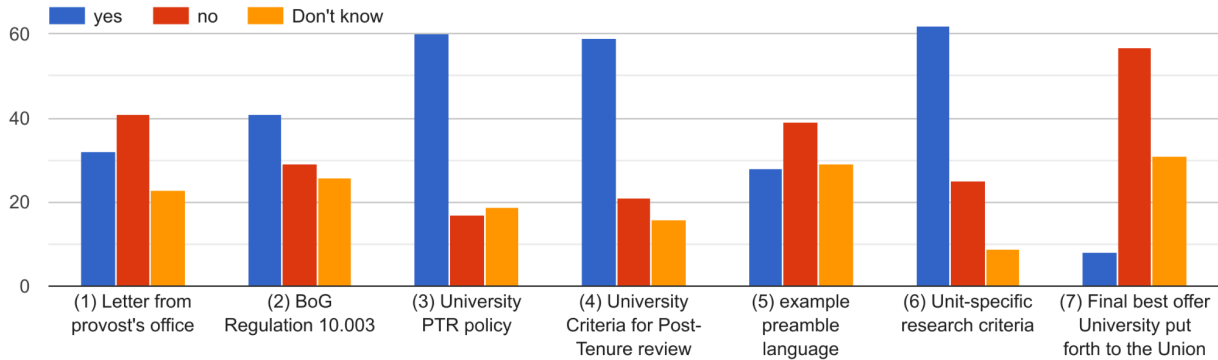
Are you considering resigning or retiring if you are chosen to undergo PTR in upcoming cycles?

96 responses



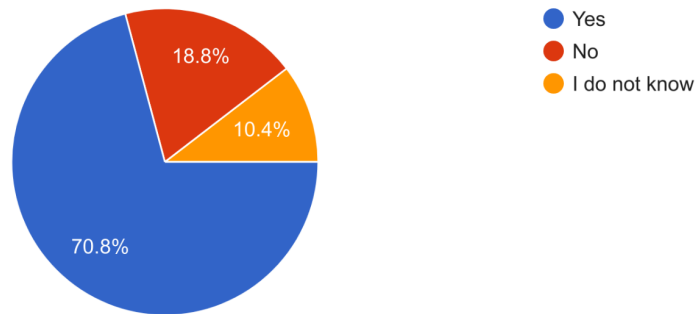
RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

Indicate whether your Unit (not the Union) sent you the following information that the provost's office has stated it sent to the deans? (1) Letter from the provost's ... (7) Final best offer the university put forth to the union.



Were all the tenured faculty in your Unit informed and given the opportunity to provide formal input on the decision whether to modify (by April 23, 2022...) the decision (by April 23, 2022...) sent by the provost?

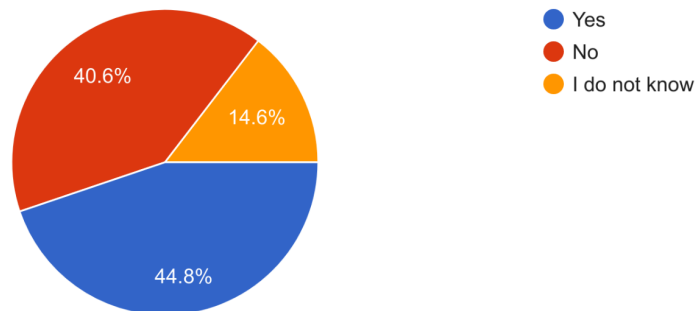
96 responses



RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

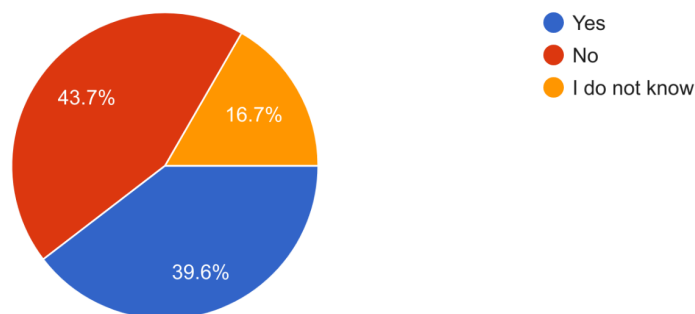
Were the tenured faculty in your Unit given the opportunity to convey formal feedback to the provost concerning each draft iteration of the Unit-specific PTR research criteria?

96 responses



Has a version of the Unit-specific PTR research criteria labeled "final" been announced to the tenured faculty in your unit?

96 responses

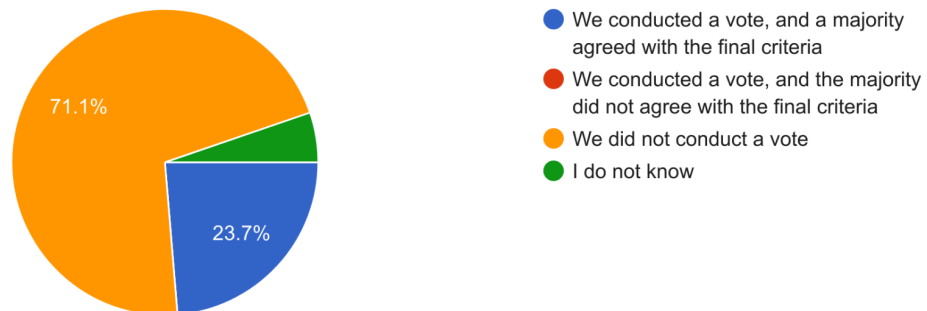


Faculty in Units that have announced finalized Unit-specific PTR research Criteria

RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

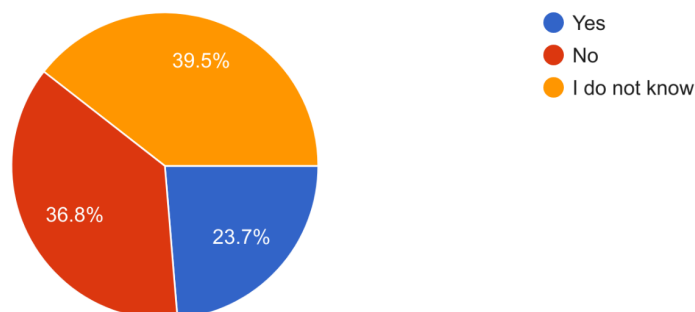
Did the tenured faculty in your Unit request a formal vote on the final version of the Unit-specific PTR research criteria, and if so, has the vote been conducted and results announced?

38 responses



Please answer this question based on the final version of the Unit-specific research criteria, and the University criteria for teaching and service. Would ...tisfactory ratings in the past 5 annual evaluations?

38 responses

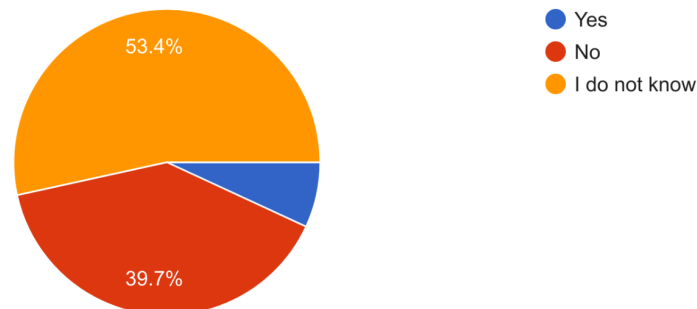


Faculty in Units that have not announced final Unit-specific PTR research

RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

Please answer this question based on the latest version of the Unit-specific research criteria that you have seen, and the University criteria for teaching evaluations receive a "meet expectations" PTR rating?

58 responses



Please provide any feedback concerning PTR or its implementation at UF.

63 responses

Chaotic, retroactive, unsettling. So much damage done in such a short time. Eviscerates any remnant of trust in the university leadership. Bad for Florida. Sasse quote: "America doesn't work when partisans try to burn down our institutions" (what was he talking then and is he thinking now)?

I provided input on unit specific criteria and received no response until after it was submitted to Provost. There was no open discussion during faculty meetings, we were given few days to submit comments by email.

No one in X was selected for PTR so we received no documentation from UF. We expect to hear more in the coming months.

I am ignoring it

While the entire process is problematic, the Provost's office has in fact responded with surprising speed and reasonableness to our proposed revisions of unit-specific criteria. [Did they agree with the revisions?](#)

In a unit already suffering low morale, this is a career killer. I anticipate a lot of tenure-track faculty seeking other jobs and tenured people retiring earlier than planned. I know that I feel absolutely cheated of the opportunity to conduct long term research projects in this push for quantifiable results on a 5 year basis.

I believe it is yet another attack on faculty in the state of Florida. I also believe that the university has done little to protect faculty, and that this policy along with many other anti-intellectual and

RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

racist policies of the state will drive more renowned scholars from Florida and lessen the number of competent graduate students enrolling in Florida schools. In my Department we have very few domestic students applying, in large part due to the draconian reality of state politics. This means that the majority of our graduate students are international students. 2024-2205 was the first year will be the have a drop in international students; this is a direct result HB 846.

In my department, instead of developing protocols that will benefit new faculty, most of whom are from a non-technical sub-discipline, senior faculty or seeking to capitulate to the state by suggesting absurd publication requirements. The University of Florida is an intellectual island, and like its state politics, it is not taken seriously by peers outside the state.

Tenure is finished at UF. Get on the job market.

To be frank, I have been killing while I've been here: in 10 years, I've averaged almost \$500K in grants *perTo be frank, I have been killing while I've been here: in 10 years, I've averaged almost \$500K in grants *per year*. And yet, the current PTR requirements are sufficiently constraining on academic freedom that I will take my bag full of gold doubloons, and look for jobs elsewhere than this trash university.

My PTR file had to be submitted before unit specific criteria has been finalized.

I swear I've seen emails with the Provost letter, etc, however a search of both outlook web and my mac mail client do not find any that came from my chair. In our dept a select committee was created (members of which were not announced to the entire dept) to craft guidelines for PTR. The way in which tenured faculty gave input was solely at 1 single faculty meeting after the final guidelines were drafted by a committee. The vote on adopting the guidelines were public in the faculty meeting. I do not feel this was an okay way to proceed, esp giving the yes-man chair appointed several yes-men faculty to the committee to draft the guidelines. We should have had an anonymous vote and more time to weigh in on the final guidelines.

None

The process has profoundly intensified faculty dissatisfaction at UF.

To my knowledge, faculty have been selected for PTR within the dept of X. What I write here is based on second-hand information I've gathered by speaking to other faculty. The guidelines and procedures for materials submission were unclear and confusingly rolled out. The rollout of the PTR raises a lot of procedural questions. If faculty have been receiving annual reviews for the last 5 years which state they are performing satisfactorily, how are they supposed to prepare for a sudden change in standards that redefines expectations retroactively five years back? The research standards provided by the Provost's office seem disconnected from reality: they expect top-10 level productivity from low-ranked departments with few resources. The PTR research standards strongly incentivize quantity over quality, making it harder for faculty to engage in more scientifically risky research topics that require more time to develop. The PTR standards also give no flexibility: What if a faculty-person has been publishing for 30+ years and has now

RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

decided they want to invest their energy in mentoring, institution-building, editing and/or service to the profession? As long as faculty are working and contributing to their various intellectual communities, they should not be subject to termination. Finally, speaking about my personal concerns with PTR as an assistant prof: What happens if a senior prof is terminated as a result of PTR? Who takes their graduate advisees? How will junior profs be protected from having to take up the burden of losing senior faculty (we potentially face increasing advising loads, service, and committee work, and larger classes)? Will the UF hire a senior professor if it terminates a senior professor? Or will we just be hiring junior profs indefinitely?

One thing that I think that the union might productively do is argue for (and maybe provide a means of maintaining) a paper trail. As I understand it (in CLAS), no-one below the dean provides an actual recommendation with respect to one of the five classifications of faculty being reviewed. However, it's quite obvious that no-one above the level of dean is actually qualified to make that classification without a really significant amount of background research, which judging by the work that's gone into PTR so far is not likely to happen. With that in mind, it seems to me that a real risk in the process is that classification at upper levels of the Administration will not be consistent with better-informed assessment from below - and it will be vital to have a paper trail showing this contradiction.

PTR is not needed since we have annual evaluations. PTR will exacerbate administrative burden, but most importantly, it is an overreach of political influence, shows distrust and thus hurts morale and ability to attract top candidates.

The Research Criteria sent by the Provost's office was hijacked by the chair.

I'm not on a tenure track, so my voice is not valued in this process

Terrible roll-out of PTR, very unclear and often conflicting instructions

The existence of PTR is a strong disincentive to work at UF over other institutions with real tenure.

N/A

An iniquitous (political) measure, shambolically executed.

The lack of time for faculty, chairs and deans to thoughtfully prepare documentation and respond is appalling. Faculty T and P cmtes will be working a significant number of hours with little to no guidance after their 9 month pay period has ended. This is rushed, to the possible detriment of high quality faculty and academic units - and the University's standing.

The process itself has been ok and working with Diane on the PTR criteria was easy and helpful. My biggest concerns are (i) that I do not believe those selected for PTR were 'randomly' chosen, and (ii) that the Provost's office was clearly evaluating faculty records before packets were submitted. Diane made comments revealing this to more than one chair. I think that's a major violation of trust and makes the whole process seem pro-forma.

RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

PTR has effectively ended tenure at UF. This will make it more difficult to recruit faculty, especially when combined with politics in the state of Florida. Also, expecting long time faculty (who were the ones willing to accept a position at UF when they joined and have many years invested in building current programs) to match the research performance of more recent "preeminence" hires (who are, among other things, in a trendy research area with plentiful funding) in order to keep their tenured positions, provides a disincentive to excellence. Why should anyone spend effort to recruit star colleagues when the long term effect may be to lose their own job?

In the X department, there are major differences in the way people conduct research, availability of external funding, and rates of publication within different subfields. The PTR had to pick metrics like paper counts and funding amounts as it is the only thing external administrators can measure. These are mostly meaningless, and the evaluations will be junk.

In the rush to empower themselves with the unilateral ability to fire at will, UF has destroyed tenure along with any faith that this institution is committed to public education.

Horrible idea and horrible implementation. Not even Texas is doing this.

It is the most egregious display of administrative power, designed to terminate faculty the administrators do not like. This particular rollout was particularly unethical and arbitrary for many reasons. Let me give you a few. 1. We were not given prior warning to expect it. 2. Apart from vaguely being told it is "random," we were not told how we were selected. "Random?" I think NOT. 3. We were given two weeks or less to do the whole package, almost the equivalent of a T and P package-- and these two weeks just happened to be the last two weeks of classes. Have those people in Tigert ever taught a class? 4. The criteria were being discussed even as we had to submit the materials on which they were going to judge us. In other words *they finalized the criteria* AFTER WE SUBMITTED OUR PACKAGES. I have never heard of anyone giving the criteria for judging a case after all the evidence is demanded.

Sounds like it's about to kick out some less productive faculty. Oh well! [Dear respondent, productive according to what ?](#)

We are still negotiating the provost about the final iteration of the criteria. They gave us one more day (39 April) to suggest changes .

I will retire at the end of Spring 2025 if I am selected for PTR in January 2025. If I am not, I will probably stay on for another. That would depend on whether my teaching assignment changes or stays the same. I still love teaching and scholarship, but I do not at all like teaching at a Corporation of Florida destructively run by ruthless management consultants who have no interest in education. I predict that PTR will be a disaster. Sasse will leave in four years or so claiming success and leaving a tidal wave of wreckage in his wake. The college that dare not be named will never get off the ground.

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I am in the Engineering Dept X, The faculty in my unit who were tasked with walking the tenured faculty through the process of reviewing and revising the PTR research criteria deserve immense credit for navigating their colleagues through this contentious, uncertain, and extremely rushed process. Our faculty were informed of the proposed unit-specific PTR research criteria on the afternoon of April 3rd and told that we needed to accept or reject the criteria by April 7th. We came together for an emergency faculty meeting on April 5th (which many tenured faculty could not attend given the short notice) and voted UNANIMOUSLY to reject the criteria as proposed. After voting, we only had about 30 minutes to discuss our principles for developing alternative criteria, so continued discussion was advanced via email and a subsequent ad hoc meeting on 4/10 (which even fewer faculty were able to attend). Through this process, multiple alternatives were developed, which were discussed further and voted upon in a subsequent faculty meeting on 4/19 (the revised criteria received a majority of votes and was sent to the Dean). To date, we have not been informed as to whether our revised criteria have been reviewed or accepted by the Dean and Provost. It is unclear what the process will be if our proposed criteria are not accepted. Many aspects of the policy and its rollout are troubling, but I am proud of our faculty for coming together and proceeding thoughtfully about the full range of activities we perform and how we can meet the requirements of this policy while attempting to respect ourselves and our colleague.

This is a top-down process. Requested modifications to criteria for Meets, Does not meet, and unsatisfactory were not accepted. Thus, no meaningful input from the department committee has been accepted. The request for department feedback is theatre; it is meant to make it look like tenured faculty in each department had input but they didn't.

I'm concerned that PTR will be utilized to fire faculty who are not aligned with what the upper administration considers to be appropriate types of outputs.

It is not clear to me if any of the faculty-driven modifications to the PTR research criteria document will be considered. How is this negotiation being done?

If I were younger, I would seek a position at another university.
PTR is a draconian joke and effectively ends tenure at UF.

I am concerned that the criteria for PTR have not been commutated with us clearly in its development stage and were imposed upon us at the last minute, when the semester is ending.

My impression is that PTR is, in effect, like a second tenure evaluation (or re-evaluation), thus rendering the notion of tenure at UF as essentially meaningless.

The "template" that served as the packet was a mess and very confusing.

I was a faculty member selected and notified April 1 to complete a PTR packet. I did so by the April 19th deadline as asked without ever being notified of any "final approval" of our unit's research criteria. The PTR packet instructions were also revised 3 times during the first week of

RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

the very short time I was given to complete the PTR packet - only adding confusion. Auto-populated teaching evaluations had some inaccuracies as well and I met with UFIT folks to fix it, but it couldn't be resolved officially in time for the deadline.

Hard to answer some of the questions about communication because our department and college were active at the faculty level. I can't remember how much was communicated from the administrative level (though I did locate an email with the PTR regulation, UF policy, and UF criteria). I have seen our unit criteria for research in draft form, but from the faculty (not administration). The process has been sloppy and riddled with errors. Also seems designed to make people afraid. No leadership to provide clarity and no attention to community building or understanding how hard we all work. Colleagues at FSU report a much kinder, smoother, supportive rollout.

Basically dismantling tenure. Unduly rushed and undemocratic implementation.

PTR is a breach of contract that violates Article 1 Section 10 of the U.S. Constitution which says that NO STATE CAN PASS A LAW THAT IMPAIRS A CONTRACT. The Florida Constitution has the same stipulation. Thus PTR violates basic civil rights guaranteed by the US and Florida Constitutions.

Our director created PTR criteria based on our T+P criteria. Our Faculty Performance Committee was given about a week to review and make comment. We were also told if we did not agree to these guidelines in this one week time frame (essentially one emergency meeting) we would be subject to the Provost's office PTR guidelines. The faculty met under pressure, made some minor adjustments, understanding that we had no option and voted on it. This was provided to the COTA dean. The faculty have not heard back on the final PTR rules. Two of my colleagues submitted PTR packets.

Faculty chosen for review submitted their info by April 12. Director submitted letters on April 19. Still, we have received no comment from the Provost on the unit-specific criteria we submitted, including no word of its acceptance.

We are facing having to tell prospective job candidates that UF faculty no longer have tenure protection, even in a tenure-track position. Even as some faculty are leaving UF now because of conditions, how can we attract qualified replacements?

As I understand it, there was also supposed to be some sort of compensation or recognition but our associate dean (who was also warned about starting the process too early), said that's not going to happen.

This PTR essentially nullifies the tenure system and makes a chilling effect on academic freedom. The proposed criteria focus narrowly on enumerable products and ignore the creative nature of academic research. It will transform UF's research atmosphere into a short-sighted, risk-avoiding, mediocre style that will diminish the excellent status that UF has achieved

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nationwide. It has prompted many brilliant faculty members to leave, and will deter outstanding scholars from joining. This will be a self-destructive process that undoes the recent rise of UF's reputation as a top university.

Although I was not chosen for PTR, I had a chance to observe the implementation of PTR first hand and very closely. Normally I do not use profanity but in this case the only way I can describe it is as a major clusterf#\$%, i.e., "a complex and utterly disordered and mismanaged situation, a muddled mess".

From committee service with others who know more about this I learned the sampling of who would be in the first round of PTR was random, however that random sampling was "oversampled at the tails" based on ratings from Academic Analytics data. This means in the first round they hope to clear highest performers and challenge lowest performers based on that metric.

There was no info provided to the faculty. One faculty who started on 8/2019 (tenured in previous institution awarded on 7/2019, hired as assoc prof with tenure) , who had maternity leave, and who's going for promotion to FULL prof now, was required to submit the package. This person was initially assigned to the wrong unit, told by the proper unit that their was not in the list for PTR, and then y told on 4/20 that had to submit the info for PTR. Was NEVER provided with any documentation. (much less the unit criteria), and given the late notice, provided a deadline of 4/26.

I'm not opposed to principle of PTR, but the rollout has been terrible. The publication expectations are higher than the publication records of the most productive scholars in my field (who also benefit from reduced teaching loads and better compensation than at UF). The suddenness with which the criteria arrived was also alarming and bewildering. I hope reasonable expectations can be set across departments based on the high standards we already have, and expectations that can be judged by peer faculty, not the president.

There are several issues with the criteria: 1. The performance requirements are too demanding, and it is unlikely that most tenured faculty would meet them. This raises a serious concern about fairness. 2. The requirements list: Teaching, research (amount of expenditures-\$, PhD students, publications) and service. However, they ignore advising MS students that perform research and write a thesis. Nevertheless, the MS with thesis option is still listed by the Graduate School, and students choose it. Therefore, not considering this option in the PTR is probably illegal. Those faculty members that agree to advise such students are penalized for performing a valuable official academic activity. Then, the issue of expenditures-\$ vs. awarded-\$: A faculty member can have a high awarded-\$ (indicating an excellent proposal activity), but they are evaluated based on expenditures-\$ that could be affected by various issues (e.g., various delays, rate of graduate student recruitment, etc.). This is not fair. 3. The current PTR period is 2019-2023. The criteria may reflect performance requirements under "normal" conditions. However, from March 2020 through at least the end of 2021 we have been subjected to the effects of COVID-19 (a one-in-100-year event). All of us experienced complications in teaching, student recruitment,

RESPONSES TO UFF-UF post tenure review (PTR) survey of the bargaining unit

postponement of conferences, delays in funding from organizations that were shut down, inability to work in labs, etc. Therefore the academic productivity of all of us was much lower than that under normal conditions. Yet, the PTR criteria do not take that into account. Again, very unfair.

Way too rushed. Way too many mistakes auto-populating PTR document. Way too little time for feedback from faculty, and even what we've submitted which appears to have been ignored. Why can't faculty access the data administrators are using to create department-specific research numbers/thresholds? Why weren't faculty consulted on these numbers/threshold? Why are these criteria being applied retroactively? Where's the shared governance?!

The process was very rushed, stressful, and at the worst time - at the end of the semester when we try to prepare exams, advise students, writing proposals, writing the annual activities reports... Information was coming piece by piece, and the pressure was on the faculty to correct incorrect or missing information, which is the job of the administration.

I was informed by my chair to submit my PTS package on Monday April 22nd with a deadline of Thursday April 25th.

It's crazy to evaluate people for the past five years on criteria they got last week. I also think this will have a chilling effect on ambitious multi-year projects.

I got notice my PTR packet was now moved to College-level PTR review on 4/26, but the final review criteria was not sent to faculty members until yesterday, 5/2! As we all know, none of these review criteria were part of annual review in 2019-2023, let alone shared ahead of this assessment period as employment criteria or assessment criteria. This survey did not ask if the respondent was selected for PTR review, but this impacts answers to what documents were received. I received notice from the Dean that I was selected and this is how I received the following documents: "The dean's office will convey additional details to the chairs, who will then share them with you. In the meantime, attached you will find three guidance documents provided by the provost. These overview the PTR Process ("PTR Policy 3.28.24"), explain the performance ratings used to evaluate teaching, research, and service ("University Criteria for Post-Tenure Review 3.29"), and offer suggestions for how to prepare your optional one-page narratives ("PTR Narrative Guidance")." — Dean email notice of PTR selection

The implementation has been a sham and rushed after the university broke off good faith negotiations with the Union.. Units have been told they only were allowed input on the research criteria and that this will be the only opportunity for any feedback. An already cratered morale has sunk further and there is no trust in our administration and especially our president, who has repeatedly and in the media (as recently as May 3 in 'The Wall Street Journal') attacked our faculty, asserting "many academic disciplines have capitulated to a dogmatic view of identity politics. Students are taught to divide the world into immutable categories of oppressors and oppressed, and to make sweeping judgements accordingly. With little regard for historical complexity, personal agency or individual dignity, much of what passes for sophisticated thought

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is quasireligious fanaticism." The only division into immutable categories, sweeping judgements, lack of regard for historical complexity, personal agency or individual dignity, and a quasireligious nationalist fanaticism are to be found in statements like these. It is a grim time for the future of a once great comprehensive public research university.

I would likely be fired or put on probation with a one year plan when I come up.

The deadline for packet submission was before research criteria were complete. Criteria came back from provost with higher modified requirements in research, no time for faculty to review and packet deadline past.

The Dean evaluated me on PTR as Does Not Meet Expectations, but all my last 5 years of Annual evaluations were Satisfactory or More than Satisfactory

We were provided with Provost's research criteria for our unit and given very short notice for turnaround time to modify research criteria, which was done by our personnel committee. We did solicit feedback from faculty on the proposed criteria, which Personnel cmte. worked with. However, after we modified the criteria (to account for different research and publication models in the department), Shanzenbach came back and _increased_ the publication requirements to "meet expectations." Also suggested in several conversations that the personnel cmte should increase the requirements even further -- our dept. is among the higher ranked in the AAU; feels like we're being punished for actually having a productive dept. Research criteria in effect for us now were never formally accepted: I stated in my email that we could go forward with the modified criteria but did not accept them and stated I expect they will be revisited. (Personnel committee also did not formally accept the final document, either.) Final version of research criteria not yet circulated to faculty but will be next week (due to other nonsense from the Provost's/Dean's office re: teaching loads and etc.).

Clear in my interactions with Provost's office (mostly Shanzenbach) that (a) they had no idea that we are a highly ranked program nationally, and (b) we were included in the comps -- so we're being partly compared against ourselves, which violates all kinds of statistical assumptions (and an economist should know better). Also clear that the emphasis in "research" is on quantity of publications rather than quality, and was surprised when I raised that as an ethical issue which would encourage faculty to just publish a lot of junk to keep their jobs. Even more important is \$\$, and they have no idea how to handle fellowships or the concept that grant dollars are what faculty need to support the research, not an attempt to get as much possible.

In the X, we never received a research expectations document from the provost at all because we did not have any tenured librarians selected to go through PTR this cycle. We have no idea what those expectations will look like and people are anxious about it.

Why did UFF remain so quiet, toothless, and passive until now? [Dear respondent, the answer to your question is that people are only paying any attention now. See UFF actions since Oct 2022, 6 months before passage of SB266 fought it during the 2023 legislative season, see also](#)

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subsequent bargaining updates [1](#), [2](#), [3](#) [4](#), [5](#), [6](#), including advice on research criteria [7](#), and report on PTR and arbitration ban after emergency meeting [8](#), legal actions listed [here \(slide 10\)](#)

- –State court challenge 266 ongoing related to arbitration ban (affects PTR negative outcomes)
- –Two chapter grievances arbitrations UFF-UF (probably more coming)
- –6 Unfair labor practice charges statewide, more forthcoming, both related to PTR and arbitration ban
- –New challenge related to PTR likely once faculty are affected (increases standing)

Post Tenure Review System is a sham with unqualified actors making arbitrary decisions that are not experts in any given field of study and a violation of academic freedom. faculty have already been rigorously vetted through hiring processes and tenure & promotion. This is politics not an equitable review.

This is a shame and a sham and has been rolled out chaotically, unfairly and with intent to harm.

I chose not to participate in this process, because it was arbitrary and not handled by my bargaining unit.

Within the X, i understand that various departments were able to set individual criteria, and there is a lack of transparency why one may be higher or lower than the other. The criteria our unit received were developed by the administration and the faculty met to respond to those criteria, - without any understanding of what conditions other units were debating. The methods for setting the criteria were not explained to my satisfaction, nor were any comparisons presented from our peer institutions. As a result, I am told that our PTR level for external research over 5 years is \$900k, while in another college faculty doing essentially the same work had it set at \$20k. I assumed that this approach would be struck down by our justice system for its arbitrary nature of implementation and that any involvement by faculty at this stage imerely provides cover to the administration for an implementation approach that will not survive scrutiny of the courts.

The PTR is but one of several aggressively worded missives I've received from the administration within the past few months, international travel restriction is another. Their only purpose appears to be driving a wedge between faculty and its administration and perhaps propel faculty towards voluntary separation from the University of Florida. I expect they will have their wish eventually.

Finally, the PTR regs, would not (I believe) be used in the private sectors for its egregious attack on empoloyees. As a private sector consultant, I would assume, that the company leadership would take into consideration the prior contributions of each employee over the life of their tenure in determining this condition. UF opted to treat employees as disposaable, by setting only the metric for the next five years and ignoring the value some faculty have made over, 10, 15 and even 30 years association with UF. I don't expect the PTR implementation will end well.

It's been a pretty appalling rollout thus far, and seems very top-down, in addition to being unnecessary. Provisions for firing tenured faculty who are not doing their jobs already exist at UF, and the PTR process seems like a thinly-veiled mechanism for the university to fire tenured

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faculty with no transparency and little recourse. The Research Criteria that were foisted upon us were derived from a "proprietary" dataset to which we did not have access, and the category metrics were virtually unachievable at the "exceeds expectations" level. They were apparently crafted by non-academics, who do not understand that "biology" is a broad category, subsuming sub-disciplines including biomedicine, cell biology, evolution, ecology, behavior and more. For someone in biomedicine or cell biology, who has access to NIH grants, hitting a target of \$2 million over 5 yr is a reasonable expectation. For someone studying animal behavior, who relies on NSF funding, it is laughable out of reach. Similarly, the 26 papers in 5 years threshold is also a ridiculous and arbitrary criteria. I average 5-10 papers a year, so do not have problems hitting that target, but many of my colleagues, including some who work in systems that are slower to yield results, will now feel pressured to "hit the numbers", and publish less impactful work more frequently. The Research criteria for PTR erodes the quality of science we will produce at UF, and discourages bold and innovative projects that may take longer to come to fruition. UF seems to pride itself on innovation. Imagine if a Silicon Valley startup working on the next big advance in a health app was told that they needed to produce 10 apps each year, rather than focusing on developing something truly innovative, novel and worthwhile. The PTR initiative is going to stifle creativity and discourage bold and big-picture thinking, which are the very attributes that UF claims to be striving towards.

Our department met and reviewed the criteria and made suggested changes that we submitted to the provosts office based on our expert understanding of the field of X and its diversity. These changes were largely rejected by the provosts office, although we were able to keep our preamble. We are currently preparing a letter to the provosts office stating that the department does not support or agree with the criteria that were used. We were told by the provosts office that they wanted more "buy in" from us. However, the numbers they provided were absurd and we were told we were not able to see the numbers or the data ourselves.

I believe the director and faculty being reviewed had to put forward packets before having the university's feedback on our pre criteria.

Related to this question: Did the tenured faculty in your Unit request a formal vote on the final version of the Unit-specific PTR research criteria, and if so, has the vote been conducted and results announced? In X, tenured and TT faculty received draft PTR criteria from our college to review and revise. We do not have a T+P committee in the school, so the process was led by a similar committee: Faculty Performance Advisory Committee. They urged us not to change the numbers associated with outcomes, as the criteria was likely the minimum viable criteria in the college's assessment that the Provost would agree to. After some discussion during this emergency meeting in which we had an hour to do the work, we voted to support the criteria and handed this over to the committee to submit to the director. We did not receive the approved criteria until AFTER the faculty selected for PTR submitted their materials to the college. We also did not have an opportunity to respond to what the Provost changed. I was on the college's consultative PTR committee, as I was already an elected member to the T+P committee. Our assessment was that all faculty met or exceeded criteria and we shared this and top achievements when we consulted with Interim Dean Y.

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That we didn't receive criteria until the day before our PTR review, at least in X, was certainly not fair to those being reviewed.

It represents a broken promise on the part of the university and it seems to me to be a preparatory step toward politically motivated firing of tenured faculty (given that the provost has unilateral power to grade PTR packets and certain grades mean that the faculty "shall be terminated"). I view it as the end of tenure at UF.

I provided input on unit specific criteria and received no response until after it was submitted to Provost. There was no open discussion during faculty meetings, we were given few days to submit comments by email.

I need the Unions help

Minimal guidance provided regarding pandemic impacts and other extenuating circumstances regarding the arbitrary 5-year time period. Retrospective assessment used criteria that were new for PTR, which were not articulated in any prior annual reviews.