

## **Post Tenure Review Performance Improvement Plan MOU**

During the 2023-2024 Academic Year the University of Central Florida unilaterally implemented a Post Tenure Review Process. As part of that process, impacted faculty could receive a Performance Improvement Plan (PIP) that would apply to the next academic year.

Between the spring of 2020 through the fall of 2021 UCF and UFF negotiated four COVID MOUs which provided a change in specific policies due to the pandemic. Throughout these MOUs initially there was a blanket policy to hold off the tenure clock one year for tenure earning faculty if they wished with a second year added upon request for MOU #3.

The reason for this flexibility in tenure policy was because during the pandemic individual research and publication venues were closed and access to their normal operating procedures were interrupted.

Tenured faculty at UCF were introduced to a Post Tenure Review policy abruptly as a result of legislation passed by the state government, policies hastily created by the Board of Governors and UCF circumventing Bargaining in favor of internally crafting a policy.

Since Post Tenure Review overlaps with the COVID years and the years in which the MOUs were in effect, consideration should be given to Post Tenure Review candidates similar to tenure-track faculty who were given one year off the clock.

If a faculty member whose Post Tenure Review years overlap with the years covered by the COVID MOUs, similar consideration should be given to impacted faculty.

### **PIP**

If a faculty member has been issued a one-year PIP during Post Tenure Review and the Post Tenure Review years overlap with the COVID MOU years then they will be provided an additional one year PIP until their windows of evaluation no longer overlap with the years of the COVID MOUs.