

**Regulation 5.002 Faculty Evaluations**

**Annual Performance Evaluation**

(1) The University shall conduct evaluations of its faculty in accordance with the criteria and requirements of Florida law, Board of Governors' regulations, and the procedures below, and for in-unit faculty, if applicable, the terms of a collective bargaining agreement. Failure to comply with this procedure shall not invalidate an evaluation or affect its substantive content, but corrective measures may be taken if a faculty member is actually harmed or prejudiced by the noncompliance.

(2) The annual evaluation shall take place within ninety (90) days after the end of the evaluation period and shall evaluate the faculty member's performance during the evaluation period (academic year or calendar year) based on assignment.

(3) Each faculty member in an academic unit shall be responsible for preparing and delivering to the evaluator the materials relevant to evaluate his/her teaching, research and other creative activities, service and other University duties. Faculty members with duties performed under the supervision of University officials such as Deans, Directors or the University Provost may have the performance of their specific duties evaluated by their supervisors.

(4) A faculty member's performance evaluation shall include a summary written by the evaluator. In completing this summary, the evaluator shall consider the duties formally assigned to the faculty member each evaluation period.

(5) Evaluation shall be based on performance in the areas of teaching, research and other creative activity, service (including any service to public schools), and other University duties.

(6) Where appropriate, the evaluation shall include evaluations by students, other faculty members, any public school officials, and other University officials responsible for supervision of the faculty member.

**Post Tenure Review**

(7) Tenured faculty members shall undergo a comprehensive post-tenure review in accordance with the criteria and requirements of Florida law, Board of Governors' Regulation 10.003, and any University policies or memoranda related thereto.

(8) The post-tenure review process is separate and independent from the annual review process, and may run concurrently.

*Specific Authority: Article IX of the Florida Constitution, 1001.706, F.S., 1001.741, F.S.,*

*Board of Governors Regulation 1.001 and 10.003. History—New 7-20-76; Formerly 6C5-5.04, 6C5-5.004. Amended 11-11-87, 8-6-12, 08-15-2023.*