



# UCF Board of Trustees

April 17, 2025

## Agenda Item

AESC-2: Tenure with Hire

## Proposed Action

The Board of Trustees, on its consent agenda, is asked to approve the proposed individuals for tenure with hire.

## Authority for Board of Trustees Action

UCF Regulation 3.015(4)(a)6 – Promotion and Tenure of Tenured and Tenure-earning Faculty

### Supporting Documentation Included

Attachment A: Tenure with Hire Justification

### Facilitators/Presenters

Michael Johnson, Provost and Executive Vice President for Academic Affairs

Joel Cramer, Interim Vice Provost for Faculty Excellence

## Summary of Key Observations/Recommendations

In accordance with university regulation UCF-3.015, this item will consider the proposal to grant tenure with hire to the faculty candidates outlined in Attachment A.

- Faculty members have normally earned tenure at their previous institution. For others, tenure is part of the hiring package when senior faculty members are hired for administrative positions.
- Department faculty members and the university's administrative officers have approved granting tenure to two individuals:
  - **Bradley T. Heim**, Professor, School of Public Administration, College of Community Innovation and Education
  - **Samantha C. Paustain-Underdahl**, Associate Professor, Department of Management, College of Business Administration

## Additional Background

In accordance with university regulation UCF-3.015, the recommendation of a faculty member for tenure shall signify that the president and the Board of Trustees believe that the employee will continue to make significant and sustained professional contributions to the university and the academic community.

The market for these faculty is highly competitive, and one of the fundamental requirements for UCF to compete and attract top faculty is a tenure system.

The primary purpose of tenure is to protect academic freedom. The award of tenure shall provide annual reappointment until voluntary resignation, retirement, removal for just cause, or layoff.

## Implementation Plan

If approved, tenure is granted upon the successful hiring of the two faculty members and approval from the Board of Trustees.

## Resource Considerations

Faculty are considered employees of the university, and like other employees, compensation is negotiated during the hiring process. Recommendations for tenure are considered independently from compensation. Faculty who are awarded tenure will have annual reappointment until voluntary resignation, retirement, removal for just cause, or layoff.