

FLORIDA HB 999

MAIN COMPONENTS

- HIRING REQUIREMENTS FOR FACULTY
- REQUIREMENTS FOR EMPLOYMENT, PROMOTION AND EVALUATION
- REVIEW OF TENURE STATUS OF FACULTY
- PROHIBITS CERTAIN ENTITIES FROM EXPENDING SPECIFIED FUNDS FOR CERTAIN PURPOSES

POST-TENURE REVIEW

- CONSIDERATIONS MUST BE BASED ON:
 - ACCOMPLISHMENTS AND PRODUCTIVITY
 - ASSIGNED DUTIES IN RESEARCH, TEACHING, AND SERVICE
 - PERFORMANCE METRICS, EVALUATIONS, AND RATINGS
 - RECOGNITION AND COMPENSATION CONSIDERATIONS
 - CAN INCLUDE: POOR PERFORMANCE, NEGLIGENCE, INEFFICIENCY, OR IN ABILITY TO PERFORM ASSIGNED DUTIES, INSUBORDINATION, VIOLATION OF LAWS, UNBECOMING CONDUCT, MISCONDUCT, DRUG ABUSE, OR CONVICTION OF ANY CRIME.

HIRING ISSUES

- STATE UNIVERSITY BOT IS RESPONSIBLE FOR HIRING FT FACULTY
 - MAY BE DELEGATED TO THE PRESIDENT
- PRESIDENT MAY PROVIDE HIRING RECOMMENDATIONS
- NOT REQUIRED TO CONSIDER RECOMMENDATIONS OR OPINIONS OF FACULTY OR OTHERS
- BOT MUST CONFIRM THE PRESIDENT'S SELECTION AND REAPPOINTMENT OF EXECUTIVE TEAM
- PRESIDENT MUST PRESENT TO BOT RESULTS OF PERFORMANCE EVALUATIONS OF ANY PERSON EARNING OVER \$100,000

DIVERSITY, EQUITY AND INCLUSION

- MAY NOT EXPEND ANY STATE OR FEDERAL FUNDS TO PROMOTE, SUPPORT, OR MAINTAIN ANY PROGRAMS THAT:
 - ADVOCATE FOR DIVERSITY, EQUITY, AND INCLUSION
 - PROMOTE OR ENGAGE IN POLITICAL OR SOCIAL ACTIVISM
 - PROMOTE ANY ACTIVITY WHICH SPEAKS OR ACTS ON BEHALF OF THE UNIVERSITY WHICH PROMOTES PREFERENTIAL TREATMENT OR SPECIAL BENEFITS ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, DISABILITY, OR RELIGION.

DIVERSITY, EQUITY AND INCLUSION

- GEN. ED COURSES MUST NOT HAVE MISLEADING OR INCORRECT PRESENTATIONS OF FACT AND MUST NOT INCLUDE CURRICULUM THAT IS BASED ON OR OTHER UTILIZES PEDAGOGICAL METHODOLOGY ASSOCIATED WITH CRT, CRITICAL RACE STUDIES, CRITICAL ETHNIC STUDIES, RADICAL FEMINIST THEORY, RADICAL GENDER THEORY, QUEER THEORY, CRITICAL SOCIAL JUSTICE, OR INTERSECTIONALITY
- REMOVE ANY MAJOR OR MINOR BASED ON THE SAME CRITERIA AS ABOVE.

JOBS INFORMATION

- UNIVERSITY MUST PROVIDE ELECTRONIC ACCESS TO:
 - THE TOP 25% OF DEGREES REPORTED IN TERMS OF HIGHEST FT JOB PLACEMENT AND HIGHEST AVERAGE ANNUALIZED EARNING IN THE YEAR AFTER EARNING THE DEGREE.
 - THE BOTTOM 10% OF DEGREES IN TERMS OF LOWEST FT JOB PLACEMENT AND THE LOWEST AVERAGE ANNUALIZED EARNINGS IN THE YEAR AFTER EARNING THE DEGREE.