

OFFICE OF THE GENERAL COUNSEL: USF REGULATIONS

NOTICE: REGULATIONS PROPOSED FOR AMENDMENT

DATE: FEBRUARY 9, 2009

Regulation No: 10.105	Faculty Tenure
Regulation No: 10.106	Faculty Promotion and Change in Assignment

Summary

The Florida Board of Governors Regulation Development Procedure calls for a university to monitor the effects of new regulations and periodically review existing regulations to ensure they are current and consistent.

Regulations 10.105-Faculty Tenure and 10.106-Faculty Promotion and Change in Assignment, will be amended to state that USF has established and published guidelines and criteria for faculty tenure and promotion.

Concurrently, USF will repeal regulations 3.003, University Requirements for Faculty Promotion and 3.004, University Requirements for Tenure which were superseded *in 2003* by Regulations *10.105 and 10.106*.

Proposed amendments to Regulations, 10.105 and 10.106 *will be taken to the February 26, 2009 Academics & Campus Environment workgroup for approval and to the March 19, 2009 full Board of Trustees for adoption.*

(End of Summary/Complete text of regulations to be amended follows)

To be amended:

USF SYSTEM REGULATION NO: USF10.105

SUBJECT: FACULTY TENURE

(1) The University of South Florida system has established and published guidelines and criteria for faculty tenure.

(24) Recommendations for awarding tenure shall be made by the faculty member's supervisor, and shall include a vote by secret ballot of the tenured members of the candidate's department or unit.

(32) Faculty tenure will be administered consistent with the following provisions:

(a) (i) Approval of the Chief Administrative Officer, and (ii) Approval of the University Board of Trustees (See Regulation 10.102(2)(d)).

(b) The award of tenure will provide annual reappointment until voluntary resignation, retirement, or removal for "just cause" or layoff.

(c) Tenure will be held as ranked faculty in an academic department/unit and does not extend to administrative appointments. However, tenured faculty members who accept administrative appointments will not lose their tenured status.

(d) The Board of Trustees may award tenure upon the demonstration of highly competent performance, as determined by peer review, and through procedures established at the departmental, college, and university levels. Tenure criteria include the areas of teaching; research and other scholarly activities; and service to the public, the discipline, and the university, including those professional responsibilities consistent with faculty status, although individual assignments will vary according to which criteria are relevant.

(e) Appointments to the ranks of assistant professor, associate professor, and professor are tenure-earning unless they include one of several specific types of appointments (such as temporary, research, clinical, courtesy, honorary, or affiliate). If a faculty member is initially appointed to the rank of instructor or other non-tenure-earning rank and is subsequently appointed to a tenure-earning position, all or a portion of the prior service will be credited toward tenure, if the CAO and the faculty member agree in writing at the time of initial appointment to the tenure-earning position.

(f) The decision to recommend a faculty member for tenure shall be made no later than the sixth year of continuous full-time service or equivalent part-time service in a tenure-earning position. Tenure-earning faculty not recommended for tenure by the end of six years of continuous full-time, or equivalent part-time service, will be given written notice that further employment will not be offered. Fulltime service for the purpose of tenure eligibility means employment at 1.0 FTE during at least thirty-nine (39) weeks of any twelve (12) month or nine (9) month contract. Part-time service means employment during at least one (1) semester of any twelve-(12) month period.

(g) At the time of employment, the CAO may credit a faculty member with tenure earning service from another institution of higher education, the specific number of years to be negotiated at the time of appointment. The agreement to award credit for tenure-earning service at another institution of higher education will be made in writing.

(h) Time spent on a joint appointment or approved personnel exchange program of the University, or a special assignment that benefits the University will be counted toward tenure eligibility. Time spent away from the University for other purposes will not be counted toward tenure eligibility.

(i) Time spent on paid leave will be tenure-earning unless otherwise agreed at the time of such leave. Time spent on unpaid leave will not be credited as tenure-earning except as approved by the CAO, based on an evaluation of the relevancy of the activities occurring in the unpaid leave period.

(j) The recommendation for tenure signifies that the CAO and faculty peers are satisfied the faculty member will continue to make significant professional contributions to the University and the academic community. Upon recommendation by the CAO and approval by the Board of Trustees, tenure will be awarded.

(k) Tenure may also be recommended by the CAO and approved by the Board of Trustees at the time of initial appointment or prior to the sixth year of tenure-earning service, subject to review as provided in Section ~~(32)~~(a) of this Regulation and in Regulation 10.102(2)(d).

SPECIFIC AUTHORITY: Authority: Art. IX, Sec. 7, Fla. Constitution and Resolutions issued by the FL Board of Governors ~~§§ 1001.74(4), (19), 1012.94(1), FS. LAW IMPLEMENTED: §§ 1001.74(19), 1001.75(3) FS.,~~ HISTORY: New 10/05/03, Amended_____.

To be amended:

USF SYSTEM REGULATION NO: USF10.106

SUBJECT: FACULTY PROMOTION AND CHANGE IN ASSIGNMENT

(1) The University of South Florida system has established and published guidelines and criteria for faculty promotion.

(24) Promotion and change in assignment will be administered consistent with the following provisions:

(a) Faculty promotion is the appointment to a higher academic or equivalent rank or class and may also be combined with an application for tenure. To be promoted, a faculty member will meet the minimum qualifications for appointment to the rank or position, demonstrate superior accomplishments in teaching, scholarship, and service (or a combination of any of these three areas appropriate to the major assignment), as determined by criteria developed at the department, college, and university levels. The Faculty will have the primary role in developing promotion recommendations, procedures, and criteria for Faculty promotion.

(b) Faculty with administrative responsibilities serve at the will of the CAO and may, with or without advance notice, receive a change in assignment at any time. A change in assignment under this Regulation will not affect the tenure status of a tenured faculty member.

SPECIFIC AUTHORITY: *Authority: Art. IX, Sec. 7, Fla. Constitution and Resolutions issued by the FL Board of Governors* ~~1001.74(4), (19), 1012.94(1), FS., LAW IMPLEMENTED: 1001.74(19); 1001.75(3); 1012.94(2), FS., HISTORY: New 10/05/03.~~

AUTHORITY TO AMEND: Art. IX, Sec. 7, Fla. Constitution and Resolutions issued by the FL Board of Governors.

UNIVERSITY OFFICIAL INITIATING PROPOSED AMENDMENTS:
Ralph Wilcox, Provost & Sr. Vice President.

WRITTEN COMMENTS CONCERNING THESE REGULATIONS MAY BE SUBMITTED WITHIN 14 DAYS AFTER THE POSTING DATE OF THIS NOTICE TO:

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