

NOTICE: PROPOSED AMENDED REGULATION

DATE: May 1, 2014

Regulation No: USF 10.105	Faculty Tenure
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Summary:

Florida Board of Governors Regulation 1.001 provides that “Each board of trustees is authorized to promulgate university regulations in accordance with the Regulation Development Procedure adopted by the Board of Governors,” (7-21-05). Such regulations must be consistent with law, and the regulations and strategic plan of the Board of Governors. The Regulation Development Procedure requires that the University Board of Trustees periodically review existing regulations to ensure they are current and consistent.

Regulation 10.105 is being amended to align with the new USF System Policy 10-116 Tenure and Promotion and accompanying Guidelines on Tenure and Promotion.

The amendment of Regulation 10.105 and promulgation of the new Policy have been approved by an Ad Hoc Committee of the USF Faculty Senate, including faculty and administrative representatives from both Academic Affairs and USF Health and ACE Advisory Council.

AUTHORITY TO ADOPT/AMEND/REPEAL REGULATION(S): Art. IX, Sec. 7, Fla. Constitution, BOG Regulation 1.001.

UNIVERSITY OFFICIAL INITIATING PROPOSED AMENDMENT OF REGULATION(S): Ralph Wilcox, Provost and Executive Vice President

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

Lauren Hartmann, Legal Administrative Specialist
Office of the General Counsel
University of South Florida System
4202 East Fowler Avenue, Suite CGS 301 Tampa, FL 33620-4301
Phone: 813.974.7150; FAX: 813.974.5236
E-MAIL: usflegal@usf.edu

End of Summary

Full text of the proposed amended Regulation follows.

UNIVERSITY OF SOUTH FLORIDA REGULATION

Number: USF10.105

Subject: Faculty Tenure

Date of Origin: 10-05-03

Date Last Amended: 03-19-09

Date Last Reviewed:

(1) The University of South Florida System has promulgated a policy on faculty tenure and promotion (see USF System Policy 10-116), and each of its three member institutions has established and published guidelines and criteria for faculty tenure.

(2) Recommendations for awarding tenure shall be made ~~by the faculty member's supervisor~~ following a multi-level sequence of independent evaluations, and shall include a vote by secret ballot of the tenured members of the candidate's department or unit.

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

(a)(i) ~~Approval of the Chief Administrative Officer~~ Recommendation by the USF System President, 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 excellence in scholarly and academic achievement, as determined by peer review, and through procedures established at the department~~al~~, college, ~~campus and university~~and institution levels (see institutional tenure and promotion guidelines). Tenure criteria established at the department level address ~~include~~ the areas of teaching and learning; research and other creative scholarly activities; and service to the publiccommunity, the discipline, and ~~the one or more~~ USF System institutions, including those professional responsibilities consistent with faculty status, although individual assignments will vary according to which criteria are most 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~~chief academic officer and the faculty member agree in writing at the time of initial appointment to the tenure-earning position.

(f) Each college or equivalent unit, as determined by the chief academic officer, shall define the length of the probationary period, not less than six (6) years and not more than ten (10) years, for evaluating faculty for tenure. The decision to recommend a faculty member for tenure shall be made no later than the ~~sixth~~final year of this period 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~~this period of continuous full-time, or equivalent part-time service, will be given written notice that further employment will not be offered. Full-time 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~~chief academic officer 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 a different System ~~campus~~institution, or a special assignment that benefits ~~the System campus~~that institution, will be counted toward tenure eligibility. Time spent away from the System ~~campus~~institution 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~~chief academic officer, 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~~USF System President and faculty peers are satisfied the faculty member will continue to make significant professional

contributions to the USF System in general, the System ~~campus~~-institution in particular and the academic community. Upon recommendation by the ~~CAO~~-USF System President and approval by the Board of Trustees, tenure will be awarded.

(k) Tenure may also be recommended by the ~~CAO~~-USF System President and approved by the Board of Trustees at the time of initial appointment or prior to the ~~sixth~~-final probationary year of tenure-earning service, subject to review as provided in Section (3)(a) of this Regulation and in Regulation 10.102(2)(d).

Authority: Art. IX, Sec. 7, Fla. Constitution, Fla. Board of Governors Regulation 1.001. History: New 10-05-03, Formerly 6C4-10.105, F.A.C., Amended, 3-19-09.