

USF System USF USFSP USFSM USFP

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Title: Purpose of Chapter 10, Part I – Faculty Personnel Matters
Responsible Office: Administrative Services/Human Resources

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(1) Chapter 10, Part I, contains personnel Regulations for all faculty in the USF System, unless otherwise exempted from these regulations. Faculty Personnel Regulations are structured within the framework provided by principles of academic freedom/responsibility and shared governance. A policy on Academic Freedom and Responsibility approved by the Faculty Senates and the Administration supports this principle.

(a) The USF System affirms the principles of academic freedom and responsibility, which are rooted in a conception of the USF System as a community of scholars united in the pursuit of truth and wisdom in an atmosphere of tolerance and freedom.

(b) Academic Freedom is the freedom to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression; to speak freely on all matters of governance, and to speak, write, or act as a public citizen without institutional discipline or restraint.

(c) On the part of the faculty, Academic Responsibility implies the honest performance of academic duties and obligations, the commitment to support the responsible exercise of freedom by others, and the candor to make it clear that the individual, while he or she may be freely identified as a member of the faculty, is not speaking as a representative of the USF System in matters of public interest.

(d) On the part of the Administration, Academic Responsibility implies a commitment actively to foster within the USF System a climate favorable to responsible exercise of freedom, by adherence to principles of shared governance, which require that in the development of academic policies and processes, the professional judgments of faculty members are of primary importance.

(2) Chapter 10, Part I, supplements regulations promulgated by the Florida Board of Governors, if applicable.

(3) For purposes of these Regulations, faculty employment is defined as Positions assigned the principal responsibility of teaching, research, or public service, or for administrative responsibility for functions directly related to the academic mission. Faculty members of the USF System comprise those persons who have been hired as faculty members, who receive financial compensation to perform services for and whose work is directed and controlled by the USF System. The term does not include volunteers or independent contractors.

(a) The Chief Academic Officer (“CAO”) may designate certain faculty positions as Executive Service. Employees in faculty positions designated as Executive Service hold no tenure in the Executive Service position, although an employee so designated may hold tenure in a college.

(b) Employees in Faculty Executive positions serve at the will of the CAO and have no expectation of appointment to Executive Service beyond a sixty (60) days’ notice period.

(c) Faculty positions in Executive Service report directly to the CAO or a Regional Chancellor, unless otherwise specified in writing by the CAO and USF System Human Resources. Faculty Executive Service positions include the Provost, Senior Vice Presidents, Vice Presidents, Regional Chancellors, Regional Vice Chancellors, and other leadership positions responsible for policy-making at the executive level.

(4) Faculty members and administrators are expected to adhere to the Federal and State Constitutions, and all applicable federal and state laws and regulations, including but not limited to, those governing public employment, civil rights, discrimination, conflicts of interest, nepotism, campaigns and elections, purchasing and contracts, grant procurement and administration, public records, military personnel and veterans, and budgets and finances. The lack of a specific reference in this section to particular provisions of federal or state law or regulation is not intended to constitute a waiver of a faculty member’s responsibility to adhere to all applicable regulations and laws.

(5) For faculty members covered by a collective bargaining agreement, the provisions of that agreement shall also be applicable.

(6) Personnel Programs:

(a) The President of the USF System, as its CAO, will be responsible and accountable for establishing, administering and maintaining the personnel programs of the USF System. The term “USF System” generally refers to the faculty members, the students, the staff, as well as the Board of Trustees (“Board”) of the USF System. However, for purposes of these faculty regulations, “USF System” refers to the administration. The phrase “Chief Administrative Officer” includes the President or his/her designee, and may be referred to in these Regulations as the “CAO.”

(b) The CAO will establish and maintain all documentation and records which are necessary to substantiate the USF System's compliance with all federal and state laws and regulations relating to employment. To the extent necessary to implement the Regulations of the USF System, the CAO may delegate authority to appropriate officials of the USF System.

(c) The USF System is committed to equal employment opportunity and nondiscrimination towards applicants, faculty members, and other employees with respect to race, color, religion, age, disability, sex, marital status, national origin, sexual orientation, political affiliation, union membership status, veteran status, genetic information, and gender identity and expression.

(7) If any court of competent jurisdiction finds any provision of any Regulation contained in Chapter 10, Part I, to be unconstitutional or inconsistent with any requirement of federal or state law, then that provision may be stricken without affecting the applicability of any other provision of the USF System Regulations.

(8) The Regulations contained in Chapter 10, Part I, are not a contract or a guarantee of faculty employment for any specified period of time. However, faculty appointments may be terminated only in accordance with USF System Regulations, applicable collectively bargained contracts, and tenure provisions.

(9) These Regulations may be changed at any time in accordance with state and USF System regulation-making provisions. In accordance with principles of shared governance, no regulations applying to faculty will be changed without full consultation with the Faculty Senates.

(10) The provisions of Regulation 10.100 are applicable to and incorporated by reference in all Regulations contained in Chapter 10, Part I.

Authority: Art. IX, Sec. 7, Fla. Constitution, Fla. Board of Governors Regulation 1.001.

History: New (BOT approval) 10-05-03, Formerly 6C4-10.100, F.A.C., Amended 11-17-09, 9-7-12, 12-18-14 (technical).