



Task Force on Faculty Roles, Responsibilities and Rewards

- Proposal:** To conduct a comprehensive study of faculty roles, responsibilities and rewards at the University of South Florida, and to bring the faculty's academic experience, expectations and rewards into alignment with the institution's strategic plan. The Task Force will be advisory to the Provost and Senior Vice President.
- Timeline:** Academic Year 2008/09, with recommendations due no later than the end of Spring 2009.
- Rationale:** Nothing is more important to USF's strategic future than its faculty. *USF's Strategic Plan, 2007-2012* sets a new and ambitious direction for the University, one which appears to demand a differentiated set of roles, responsibilities and rewards for faculty, compared to years past.
- Charge:** The *Faculty Roles, Responsibilities and Rewards Task Force* will shape, conduct and report on a comprehensive study of the professional expectations, working conditions and compensation of faculty at USF. The topics to be examined may include (but need not be limited to):
- Fundamental principles/values – understanding and affirming academic freedom
 - Strategies for shaping an AAU-like faculty
 - Recruitment programs – for excellence (and diversity)
 - Cluster hiring
 - Professional development and faculty mentoring
 - Appropriate levels of support for faculty:
 - Library
 - Space – Office/Research
 - Equipment and technology
 - Professional development
 - Staff and GAs
 - Retention strategies
 - Roles, responsibilities and workload differentiation (i.e. variation in instructional load)
 - Valuing interdisciplinary collaboration – Joint appointments
 - Effort reporting
 - Faculty classification (tenured/tenure track; full-time; adjunct; courtesy; research; clinical; affiliate) – roles and responsibilities
 - Tenure and promotion
 - Evaluating performance (including post-tenure review and reward)
 - Flexibility on the tenure track (e.g. pregnancy) – “stopping the tenure clock”
 - Defining (and valuing) research, scholarship, creativity and innovation
 - Student mentoring and advising
 - Defining (and valuing) community engagement
 - Rewarding performance and productivity
- Next Steps:** Convene a Faculty Steering Committee which, in collaboration with the Office of the Provost, will more clearly define the structure and scope of the Task Force's charge, proposed process, membership, timeline and expected deliverables.