

# Faculty Awards for Research, Scholarly and Creative Excellence<sup>1</sup>

In direct and immediate support of faculty retention, the University of South Florida intends to distribute recurring base salary awards to in-unit faculty within its discretionary authority granted in the status quo collective bargaining agreement.

A proportional allocation of spending authority has been made to each separately funded unit (i.e. campus, and USF Health) and college for distribution to no less than 10 percent and no more than 25 percent of eligible, in-unit tenured and tenure-earning faculty members. In-unit tenured and tenure-earning faculty, in position since the beginning of Fall 2007, are eligible for the award. The extent of participation by each separately funded unit will be dependent upon the availability of recurring funds.

At USF Tampa (Academic Affairs and Health), deans will present award recommendations to the Provost and Senior VP for Health respectively following consultation with chairs (with regional campus recommendations forwarded to the campus CEO). Deans (and other academic leaders) are expected to exercise their professional judgment in evaluating the overall **research, scholarly and creative profile** of eligible faculty members. Decisions must be based upon documented scholarly excellence and productivity with a particular emphasis on contributing to the first eight of nine primary performance indicators in the *USF Strategic Plan, 2007-2012* (i.e. A.I.1., A.I.4., A.I.5a, A.I.6., B.I.7., B.I.8., B.I.9., and B.I.10.). Determinations will be based upon a comprehensive review of faculty members' research, scholarly and creative productivity over, at least, the past three years.

In the case of USF Tampa (Academic Affairs), 10% of the amount of allocated discretionary authority will be set aside to support differential performance by college where a compelling case can be made by the dean that research, scholarly and creative excellence is demonstrated by more than 25% of the college's eligible faculty (shown below as *Provost's Office "holdback"*). Recommendations from deans for differential allocations to a faculty member's base salary are to be supported with a required minimum award level set at 2.5% of 9-month salary or, if awards are made on a recurring dollar basis, the minimum award level is to be \$1,500. At USF Tampa/Academic Affairs, recommendations are due to Dr. Dwayne Smith, Senior Vice Provost, by end of business October 10, 2008.

Proportional allocation based upon unspent discretionary authority (calculated at \$500,000 for the USF System), and the proportion of budget dedicated to in-unit faculty salaries:

<b>USF Tampa:</b>	<b>\$390,000 (78.0%)</b>
Provost's Office "holdback" to address differential college performance	\$39,000
College of Arts and Sciences	\$168,480
College of Behavioral and Community Sciences	\$18,954
College of Business	\$41,418
College of Education	\$41,067
College of Engineering	\$40,716
Library	\$8,073
College of Marine Science	\$12,636
College of Visual and Performing Arts	\$19,656
<b>USF Health:</b>	<b>\$37,500 (7.5%)</b>
College of Nursing	\$18,938
College of Public Health	\$18,562
<b>USF St. Petersburg:</b>	<b>\$41,000 (8.2%)</b>
<b>USF Sarasota-Manatee:</b>	<b>\$16,000 (3.2%)</b>
<b>USF Polytechnic:</b>	<b>\$15,000 (3.0%)</b>

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<sup>1</sup>For USF Tampa (Academic Affairs and Health) awards will be based upon **Research, Scholarly and Creative Excellence**. Regional campuses may select other criteria consistent with their differential missions and strategic priorities.