



Task Force on Faculty Roles, Responsibilities and Rewards

- Charge:** To shape, conduct and report on a comprehensive study of faculty roles, responsibilities and rewards at the University of South Florida; to develop recommendations on strategies for bringing the faculty's academic experience, expectations and rewards more fully into alignment with the institution's strategic plan, thereby enhancing the profile of USF faculty and academic culture and lending greater consistency with those of aspirational AAU member institutions. The Task Force will be advisory to the Provost and Senior Vice President.
- Structure:** Activities of the Task Force will be guided by an Executive Committee composed of faculty representing all colleges as well as regional campuses and University administration. The main work of the Task Force will be carried out within three related Work Groups, each of which will consist of members of the Executive Committee as well as an additional faculty member from each of the colleges for a total of nine. Executive Committee members will ensure regular communication among Work Groups and with other University and faculty committees and task forces addressing related areas to avoid duplication of effort and optimize synergy. The Provost's office will facilitate the work, including data acquisition.
- Focus:** Each Work Group will refine the relevant questions, acquire and examine internal and external information, and conduct such comparisons and other analyses as required to address its focal area. Work groups and examples of specific content are as follows:
- Faculty Roles Work Group, addressing the academic fabric of USF, e.g., criteria for faculty status & appointments, structure of academic units; academic culture, principles and values; academic freedom; collaboration.
 - Faculty Responsibilities Work Group, addressing the relationship of individual faculty to the academic enterprise at USF, e.g., research quality, quantity, resources; quality and quantity of curricular offerings; relative emphasis on research, teaching, service and community engagement; norms for performance evaluations, tenure & promotion; recruitment strategies.
 - Faculty Rewards Work Group, addressing professional development, compensation, and recognition, e.g., material, personnel, and financial support; salaries; opportunities for professional development; internal and external awards; and strategies for faculty retention.
- Timeline:** Academic Year 2008/09. Data gathering, analysis, and development of preliminary recommendations will take place from October 2008 through February 2009. Review and discussion with the University community will precede revision and preparation of a final report due by the end of Spring 2009.