

## FACULTY GOVERNANCE COUNCIL

October 25, 2013 MINUTES

10:30 – 12:00, Westside D

**Attendees:** Marion Becker, Charlotte Dixon, Kathleen Heide, David Kondrat, Celia Lescano, Daniel Meng, Rachael Powers

**Guests:** Greg Teague, Catherine Batsche, Brent Small, Sarah Bloom, John Cochran, Mary Armstrong, Stacy Scott, Nancy Wisgerhof, Ross Andel, Tennyson Wright, Christina Dillahunt, Donna Burton, Bryanna Fox, Joshua Cochran, Andrew Samaha.

Topic	Discussion	Action
Review of Minutes  Oct 10, 2013	Chair Heide welcomed the participants to the meeting; introductions followed. Kathleen provided a summary of the FC meeting on Oct 10th to outline the concerns of the committee.	No action: did not have a quorum.
Greg Teague, Faculty Senate	<p>Greg Teague provided a power point presentation which outlined the changes to the Tenure &amp; Promotion polices while giving background as to why the changes were needed. The Faculty Senate was given the task of reviewing the Tenure &amp; Promotion polices last summer by the Provost. The current document was approved in 1989 and needs to be revised to better represent the development of USF as a university. The revised document is to be submitted to the Provost by end of this semester. Greg highlighted several proposed changes. These include: Detailed criteria for promotion for each rank of faculty across the University; the expectations for performance for tenure – research/scholarship/creative activity must be rated based on similar criteria in alignment with the T&amp;P document and strategic plan. Ratings for promotion to full professor: Research – Outstanding; Teaching – Outstanding. Ratings for promotion to Associate Professor: Research – Outstanding; Teaching – at least Strong. College and Depts. to determine length of probationary period. The establishment of an Advisory Committee to the Provost to review tenure or promotion decisions denied by the Provost where lower levels had been supportive. The annual review should include a report of progress on faculty applications to an upper</p>	

	<p>level. Candidates no longer will need to wait to apply for Tenure &amp; Promotion; they can apply when they are ready. Looking for procedural consistency across the university for faculty of all ranks; Colleges and depts. will need to set criteria based upon their disciplines and faculty assignments. Timeline for approval: Articulations of policies and guidelines to faculty; preliminary document to be sent to Provost by end of Nov; BOT approval; transition to electronic process; criteria effective in one year; applies to candidates with 3 year of tenure earning credits; Union will be notified. Faculty Senate has requested historical data of T&amp; P applications to look at the percentage of faculty who were tenured with evaluations of Strong in Research and Outstanding in Teaching. Workshops will be available to look at best practices from other institutions. Greg fielded questions from council members and guests. Major concerns were raised by attendees with respect to proposed changes in criteria for tenure and time frame for adoption of these guidelines in light of those recently hired.</p>	
Next meeting	TBA	Carroll Gossage