University of South Florida

A Preeminent Research University

Strategic Initiative Workgroup:	***Faculty Success***
Co-Chairs:	**Pritish Mukherjee** and **Dwayne Smith**
Members:	USF Business & Finance representative
	USF Decision Support representative
	USF Student Success representative
	USF Research & Innovation representative
	USF Innovative Education representative
	USF Communications & Marketing representative
	USF Advancement (Development)
	USF College Deans (2)
	USF Department Chairs (2)
	USF Health representative
	USF Libraries representative
	USF St. Petersburg representative
	USF Sarasota-Manatee representative
	USF System Faculty Council representatives (3)
	USF World representative
	USF Human Resources representative
	USF Diversity, Inclusion & Equal Opportunity representative
	Others as appropriate and invited by the co-chairs

Scope and Purpose: The *Faculty Success* workgroup will address the following items in the context of a consolidated, Preeminent USF, aspiring for AAU membership eligibility:

- Strategic faculty talent identification and recruitment consistent with a Preeminent State Research University (priorities, policies, procedures and practices),

- Promoting equity for inclusive excellence: Championing and celebrating faculty diversity,

- Enhancing undergraduate and graduate instruction (including online), student mentoring, and student learning for early and mid-career professionals and senior scholars, together with contingent faculty,

- Improving scholarly, research and creative productivity for early and mid-career professionals and senior scholars – including contracts, grants, and citations – support for research (internal awards, startup, F&A return incentives etc),

- Supporting innovation and technology transfer for USF faculty (patents, start-up companies etc),
- Considering formative assessment of faculty (including post-tenure review) and faculty mentoring programs,
- Re-examining faculty roles and responsibilities: equity of assignment, support, and performance expectations,
- Re-evaluating the faculty classification system for optimal outcomes: clinical faculty etc.,
- Faculty compensation and benefits,
- Professional development (workshops, certifications, sabbaticals etc),
- Cultivating and sponsoring/nominating USF faculty for national awards,
- Promoting faculty collaboration across campuses, colleges and disciplines (e.g. USF Nexus Initiative – UNI awards),
- Considering the need for a Faculty Club (or alternative structures) to cultivate a stronger sense of academic community,
- Optimal organizational structure in a consolidated USF to achieve strategic outcomes,
- Academic leadership succession (career development to become department chairs and college deans etc), and
- Other items as identified by workgroup members.

Deliverables:

Workgroup Co-chairs will deliver occasional progress updates at BOT committee meetings, System Faculty Council, Campus Leadership Council, Council of Deans, Faculty Senate etc. Workgroup products will be posted on the Provost's page at https://www.usf.edu/provost/index.aspx

Utilize USF Consolidation Implementation Committee Team/Cluster Reports and Recommendations along with institutional data analyses, and national/international reports and best practices to develop and submit the following to the USF President and Provost:

Short-term (by June 30, 2019):

Identification of high risk items, prioritized needs and preliminary recommendations (assuming reallocation of existing resources due to no additional allocation).

The framework for a 5-month work plan to develop a 3 year action plan with priorities, goals, action steps, and resources needs, for initial implementation in January 2020.

Mid-term (by November 30, 2019):

Submission of a 3 year action plan with priorities, goals (including performance benchmarks), action steps, timelines, responsible parties, and resources needs for initial implementation, following approval, in January 2020.