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](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.