



USF

UNIVERSITY OF
SOUTH FLORIDA

SARASOTA-MANATEE

Tenure and Promotion Workshop

Friday, September 18, 2009, 9:00-10:00 am, Selby Auditorium

Arthur Guilford, Ph.D.

Bonnie Jones, Ph.D.

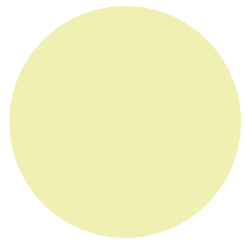
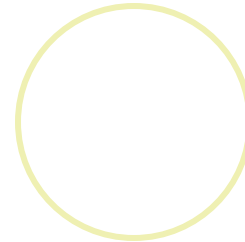
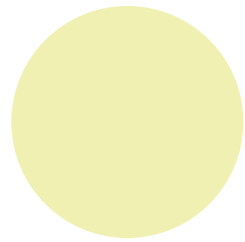
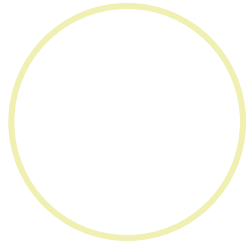
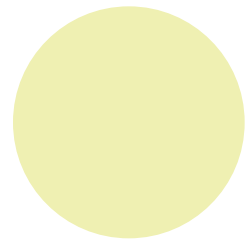
Liz Larkin, Ed.D.



Purpose of Presentation

- Introduce you to the Tenure and Promotion Process at USFSM.
- Follows USF System Tenure & Promotion Guidelines
- Follows USFSM Tenure & Promotion Guidelines
- Follows College/School Tenure & Promotion Guidelines

- Please remember that we are learning and evolving.



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<http://www.norwich.net/~randyg/toon.html>



“I’ve decided not to have a personality until my career is firmly established.”

Tenure & Promotion Guidelines

- Tenure and promotion will be granted only to persons with significant achievement.
- Tenure and Promotion to Associate: Must be outstanding in research or teaching and must be strong in the other. Must also be at least strong in service.
- Promotion to Full: Must be outstanding in research or teaching and must be strong in the other. Must also be at least strong in service and have a national or international reputation.

2009-10 Time Frame

Responsibilities

- Candidate
- College Committee
- Dean
- University Committee
- Regional Vice Chancellor for Academic Affairs
- Regional Chancellor
- USF System President
- USF System Board of Trustees
- Florida Board of Governors



Review, Respond, Withdraw

At various points in the process

- Candidates may review their materials.
- Candidates may withdraw their applications.

Early Consideration for Promotion/Tenure

- Atypical.
- Letters from Dean and Regional Vice Chancellor explaining exceptional characteristics and/or circumstances warranting early review.

The Application



- Please see:
<http://www.sarasota.usf.edu/Faculty/FacultySenate/FacultySenate.php>
- Fill in the blanks and follow directions
- Meet with your dean to review the instructions
- Assistance of college staff

Tenure and Promotion Application

I. Introduction: tenure, promotion, mid-tenure

II. General Data: education, positions, etc.

III. Assigned Duties: table of %

IV. Teaching: student evaluations

V. Research and Creative Activity

Refereed articles, impact factors and quality of journals (assistance of librarians), dean's assessment, grants & contracts, professional publications

Tenure and Promotion Application

VI. Service: University, Profession, Community

VII. External Reviews

- minimum of 3 required, maximum of 6

VIII. Evaluations

- College Committee, University Committee, Dean, Regional Vice Chancellor, Regional Chancellor
- Outstanding, Strong, Satisfactory, Weak, Unacceptable
- Split evaluations
- Majority and Minority Reports

Tenure and Promotion Application

IX. Mid-Tenure Reviews

X. Tenure Recommendations

XI. Promotion Recommendations

XII. Amendments

- Added after submission of application

XIII. CV

Tenure and Promotion



- Hard Work always pays off.
- We wish you great success!