Workgroup Members Present: Lee Arnold, Jr., Chair and Trustee; Elizabeth Bird, Trustee; Ann Duncan, Trustee; Sonja Garcia, Trustee; Ann Hawkins, Associate Professor, School of Music; Omar Khan, Trustee and Student Government President; Barbara Sparks-McGlinchy, Associate Director, Athletics; Renu Khator, Provost.

Guests: Robert Chang, Vice Provost and Professor, Office of the Provost; Karen White, Regional Chancellor and Vice President, USF St. Petersburg  

Call to Order:  

Chairman Arnold called the meeting to order at 2:05 pm.  

Academic Affairs  

Faculty Nominations for Tenure  

Dr. Renu Khator presented the issue. She explained that the list of individuals being recommended for tenure has followed the normal process for granting of tenure. President Judy Genshaft has certified that the nominations for tenure have met the requirements and conditions contained in University Rules, Policies, and Procedures. She is satisfied that the nominees will make a significant professional contribution to the University and the academic community in general. If approved, tenure will be awarded effective August 7, 2004. Trustee Bird confirmed that the approval was for tenure only not tenure and promotion. Chairman Arnold confirmed that the item would now go to the full Board of Trustees as a consent item. Dr. Khator asked that the Work Group approve the list.  

A motion was made to approve and was seconded. Approved unanimously.  

Faculty Nominations for Tenure – USF St. Petersburg  

Regional Chancellor White presented the issue. She provided an overview of the individuals being recommended. She explained that the list of individuals being recommended for tenure has followed the normal process for granting of tenure with the exception being that there was no department approval but that a campus-wide committee had reviewed the applications and made recommendations. President Judy Genshaft has certified that the nominations for tenure have met the requirements and conditions contained in University Rules, Policies, and Procedures. She is satisfied that the nominees will make a significant professional contribution to the University and the academic community in general. If approved, tenure will be awarded effective August 7, 2004. Chairman Arnold noted that he had spoken with Dr. White about the tenure process and asked that the process be added to the minutes. The tenure approval process for USF St. Petersburg is College Committee, College Dean, Campus Committee, AVP
Tenure Nominations as a Condition of Employment

Dr. Renu Khator presented the issue. Dr. Khator noted that the individuals listed are being nominated by the President for tenure as a condition of employment. Administrators such as the President, Provost, Dean and Chairs, and senior faculty, who are recruited to the University of South Florida normally are awarded tenure as a condition of employment. These highly qualified individuals usually have earned tenure at their previous institutions, which makes them attractive candidates to the University. Often in order to attract them, the University must provide a package that is competitive with other nationally and internationally ranked institutions. Tenure upon appointment, among other things, is a term and condition of the employment package that makes the University of South Florida an institution of choice. Tenure recommendations have been approved by the department as a part of the search process. Trustee Garcia inquired about the number of individuals being nominated and Provost Khator clarified that number. Trustee Garcia also asked about the cut off date for tenure nominations as a condition of hire and whether it included the recent hire of the position of Provost. Provost Khator clarified that she had received tenure prior to accepting the position as Provost. Dr. Khator asked that the Work Group approve those individuals listed.

A motion was made to approve and was seconded. Approved unanimously.

The Work Group meeting was adjourned at 2:20 pm.