

Board of Trustees Academics and Campus Environment Committee

Monday, November 22, 2021  
Time: 9:00am  
Microsoft Teams Virtual Meeting

ACE Committee Chair Oscar Horton welcomed everyone to the meeting and asked Kiara Guzzo to call the roll.

Kiara Guzzo called the Roll

Trustee Tim Boaz  
Trustee Julia Cunningham – Did not participate  
Trustee Oscar Horton  
Trustee Luran Monbarren  
Trustee Rick Piccolo  
Trustee Melissa Seixas

Public Comment

Chair Oscar Horton announced that there were no public comments.

New Business – Action Items

Approval of Previous Minutes

August 10, 2021

Having no changes to the minutes Chair Oscar Horton requested a motion to approve, which was given by Trustee Melissa Seixas and seconded by Trustee Tim Boaz. August 10 minutes were approved.

Tenure as a Condition of Employment

Senior Associate Vice President for USF Health Haywood Brown presented.

Administrators such as the President, Provost, Deans, Chairs, and senior faculty who are recruited to USF are normally 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 USF. If USF hires them, USF must provide a package that is competitive with other nationally and internationally ranked institutions. Tenure upon appointment for qualified candidates, among other things, is a term and condition of the employment package.

Chair Horton had questions concerning Dr. Cheedy Jaja's previous Tenure.

Chair Oscar Horton requested a motion for approval. The motion was given by Trustee Tim Boaz and seconded by Trustee Rick piccolo. Item b. Tenure as a Condition of Employment was approved.

### Degree Program Productivity Report and Proposed Terminations

Vice Provost Theresa Chisolm presented.

The degree programs proposed for termination are those that have shown productivity levels below the Board of Governor's thresholds. Current students and those students enrolled in Spring 2022 will be provided an opportunity to complete the program. No faculty or staff will be impacted by the recommendation for termination. As per BOG Regulation 8.012 and USF Regulation 3.038, the University's Board of Trustees (BOT) has the responsibility and authority to approve termination of degree programs at the bachelors, masters, advanced masters, and specialist levels.

It is requested that the USF BOT approve the termination of the Master's degree program in CIP 13.1004 Education/Teaching of the Gifted and Talented.

A power point presentation was provided which highlighted the following:

- Degree Productivity Annual Review
- Principles of Degree Program Review
- Terminated Degree Programs
- New Degree Programs
- Two Reports
- Summary of Results
- Recommended Actions

Chair Oscar Horton had a question in relation to the Teach Out Program at USF.

Once USF accepts a student into program, the University is



Chair Oscar Horton questioned if this service could also be used as a ~~waiver~~ <sup>waiving</sup> for students. He also questioned if this service is mandatory for students.

Regional Vice Chancellor

- Why is Tenure Important?
- Who is Eligible & How Does a Faculty Member Earn Tenure?
- How Many USF Faculty Earn Tenure? An Analysis of Assistant Professor COHORTS 2001-2011 (N=202)
- What Proportion of USF Faculty Have Earned Tenure?
- How Does USF Ensure High & Sustained Levels of Performance Following The Award of Tenure

Trustee Rick Piccolo had questions on the process of when a professor loses Tenure. Senior Vice Provost Dwayne Smith commented that there are many opportunities for a professor to improve. There is a Performance Improvement Plan available.

Trustee Tim Boaz thanked the Provost and his team on their Tenure presentation. Trustee Boaz briefly explained what happens when Tenure faculty becomes unproductive and fall below acceptable level evaluations.