

USF Board of Trustees ACE Workgroup

August 16, 2012

Issue: Amendment of Article 15 Tenure of the USF-UFF Collective Bargaining Agreement (CBA)

Proposed action: Approve the tentative agreement between USF-BOT and UFF-USF to amend Article 15 Tenure by the addition of 15.10 Former USF Polytechnic Tenure – Earning Employees.

Background information: The dissolution of USF Polytechnic and mandated transfer of former USF Polytechnic faculty to Tampa has some Collective Bargaining Agreement implications. One issue that requires immediate attention is the timeline of the tenure process as it applies to former USF Polytechnic tenure-track faculty as they become integrated into the Tampa faculty. Because USF Polytechnic was given authority to develop a mission separate from Tampa and to seek separate accreditation it had developed and approved, in September 2010, its own criteria for tenure commensurate with its mission. That criteria is invalid now and the former USF Polytechnic faculty integrating into Tampa will be reviewed under the Tampa tenure criteria dated August 7, 1998. Both the University and UFF-USF have agreed, therefore, that it is desirable and would be equitable to provide the nineteen tenure-track former USF Polytechnic faculty a delay or an extension of their tenure clocks to provide them time to adjust to and meet the Tampa criteria under which they now must be judged.

Contract Highlights:

- Article 15 Tenure was amended to include Article 15.10 Former USF Polytechnic Tenure-Earning Employees.
- Former USF Polytechnic tenure-track employees who have been employed for less than three years and have not completed mid-tenure review will be given back years of service prior to their mid-tenure review.
- Former USF Polytechnic tenure-track faculty who have been employed for three years or more and have successfully completed their mid-tenure review will be granted two years extension before applying for tenure.
- Agreement allows any former USF Polytechnic tenure-track employee who wishes to apply for mid-tenure or tenure review without utilizing the delay or extension has the right to do so.

Strategic Goal(s) Item Supports: Provides opportunity to the former Polytechnic faculty to adapt to the research intensive and AAU aspirational mission of USF Tampa.

Workgroup Review: BOT ACE Workgroup

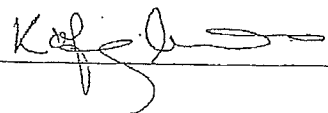
Supporting documentation: Collective Bargaining Agreement Article 15.10

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UFF Proposal – July 13, 2012
Tentatively Agreed To By UFF & USF
15.10 Former USF Polytechnic Tenure-Earning Employees

- A. In the case of tenure-earning employees hired by USF Polytechnic with an initial appointment beginning on August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied.
- B. In the case of former USF Polytechnic tenure-earning employees with one year or less service as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying the mid-tenure review for one year, except in A above.
- C. In the case of former USF Polytechnic tenure-earning employees with more than one and less than two years of service as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying their mid-tenure review for one year.
- D. In the case of former USF Polytechnic tenure-earning employees with two or more and less than three years of service as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying their mid-tenure review for up to two years.
- E. In the case of former USF Polytechnic tenure-earning employees who have successfully completed mid-tenure review as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying their tenure application for up to two years.
- F. In all cases covered by B, C, and D above, former USF Polytechnic tenure-earning employees must indicate their exercise or non-exercise of their option to delay their mid-tenure review, or for employees covered by paragraph E above, their tenure application, by December 20, 2012. A form for this purpose will be supplied to all eligible employees by the university along with a copy of the applicable Tenure and Promotion Guidelines no later than August 31, 2012. In all cases covered by B, C, and D above, the exercise of an employee's option will automatically delay the tenure application by the same amount of time the mid-tenure review was delayed. However, in all cases, an employee may elect to apply earlier under other provisions of this contract.
- G. Former USF Polytechnic employees who were hired with years of credit toward tenure may extend their mid-tenure review and/or tenure application by utilizing the provisions specified in Article 15.6.c or through the provisions of this Article 15.10, but both provisions may not be utilized.
- H. This Article 15.10 applies only to former USF Polytechnic tenure-earning employees merging with the USF Tampa employees by operation of Senate Bill 1994 regardless of place of assignment that have not resigned, been given notice of non-reappointment, or denied tenure. A list of former USF Polytechnic tenure-earning employees covered by this Article 15.10 will be provided to the UFF by August 10, 2012.

FOR USF



DATE

13th July, 2012

FOR UFF



DATE

7-13-2012