



USF St. Petersburg SACS Accreditation

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VIII. CORE REQUIREMENT EIGHT

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Statement

The number of full-time faculty members is adequate to support the mission of the institution. The institution has adequate faculty resources to ensure the quality and integrity of its academic programs. In addition, upon application for candidacy, an applicant institution demonstrates that it meets the comprehensive standard for faculty qualification.

During the Academic Year 2002-2003, a primary planning focus was to address significant present day growth (physical, fiscal and enrollment) and set a responsible course for management of continued growth that is forecasted to continue for several years to come.

With the passing of state law in 1999 granting USF St. Petersburg the authority to offer lower-division courses, after 30+ years offering upper-division only, USF St. Petersburg has witnessed a marked and ever-increasing rise in the number of students seeking lower-division courses. In the winter of 2002, USF St. Petersburg graduated its first class of students who had taken all of their coursework at USF St. Petersburg. Fall 2003 enrollment headcount figures are up over Fall 2002 by 9.7% with undergraduates comprising 79%. Student enrollment is expected to double to nearly 8,000 over the next four years.

A major challenge during the planning process was how to responsibly address the need for additional lower-level sections to offer the full spectrum of general education requirements, while dually preserving USF St. Petersburg's status as a contributing and complementary unit of a Research I university. State lawmakers, recognizing the extent of this challenge, awarded USF St. Petersburg an additional \$7.1 million to its recurring base budget in FY 2002-03.

The campus embarked on a bold recruitment agenda resulting in the hiring of an impressive cohort of 51 new faculty members. Through an unprecedented worldwide recruitment effort that capitalized upon a condition of hiring freezes witnessed across much of the nation this year and utilizing both innovative and proactive search strategies, the new faculty have been attracted to USF St. Petersburg from such fine institutions as Case Western Reserve University, Columbia University, Duke University, Harvard University, Indiana University, McGill University, the Sorbonne, Stanford University, the University of California, Berkeley, the University of Chicago, the University of Michigan, the University of North

Carolina at Chapel Hill, the University of Texas at Austin, the University of Illinois at Urbana Champaign, the University of Virginia, and the University of Wisconsin, Madison. Twenty-five new full-time faculty were hired in the College of Arts and Sciences, primarily in support of the general education program requirements. Eighteen new full-time faculty were added to the College of Business in the areas of Finance, Marketing, Economics, and Management and eight new full-time faculty completed the cohort in the College of Education . ([See New Faculty Profiles - Attachment W](#)) USF St. Petersburg currently employs 171 full-time faculty.

A new Budget Planning Process approved by the Campus Board in November, 2002 ([CB Minutes 11/18/02 Item 7.5 - Attachment CC](#)) allowed USF St. Petersburg to adopt a fiscally responsible approach toward preparing for a 10% base budget reduction, and anticipate the need for strategic reallocation of the remaining resources. The process permitted USF St. Petersburg to continue its pursuit of its bold agenda. Approximately \$400,000 was budgeted for faculty recruitment (hiring and moving expenses), \$3,666,000 for recurring faculty salaries and benefits, and \$512,000 in retention efforts and academic support services (i.e. new faculty start-up funds, new science lab construction, faculty mentoring programs). Additional retention efforts include over \$33,000 recurring annually for Teaching Awards and New Investigator Research Grants, the preponderance of which are awarded to new faculty. These grants, supported by Administration and Facilities indirect cost return funds, provide seed monies intended to jumpstart research initiatives that demonstrate the promise of future funding from external agencies.

The search for new faculty also considered the candidates' ability to complement existing research goals. Striving to establish a distinctive identity and strengthen research productivity, in 2002, the USF St. Petersburg administration solicited research proposals for programs to be named USF ST. Petersburg *Programs of Distinction*. This initiative is intended to address the following broad goals:

- To establish a distinct academic/scholarly identity for USF St. Petersburg
- To strengthen existing undergraduate and/or graduate programs toward achieving national and international excellence and recognition in selected academic destination areas
- To support the recruitment and retention of nationally and internationally recognized faculty members at USF St. Petersburg
- To enhance the community outreach mission of USF St. Petersburg
- To expand the research profile of USF St. Petersburg and to significantly increase the campus' external funding performance
- To generate programmatic leverage for public and private fund raising opportunities at USF St. Petersburg.

USF St. Petersburg 's Programs of Distinction are:

[Florida Studies](#)
[Journalism and Media Studies](#)
[Environmental Science, Policy and Geography](#)

[Social Responsibility and Corporate Reporting](#)

USF St. Petersburg follows strict guidelines for faculty searches that ensure diversity in the representation on search committees and in candidate pools, and compliance with state law and Florida Board of Education guidelines. The USF St. Petersburg Guidelines for a Successful Faculty Search follow in [Attachment DD](#).

Particular attention is paid to candidates' credentials. All USF St. Petersburg instructional personnel, both full- and part-time teaching undergraduate courses, must hold an earned doctorate or master's degree with a major in the discipline taught; or hold at least a master's degree and have completed at least 18 graduate semester hours in the discipline they are teaching. All USF St. Petersburg personnel teaching graduate and post-baccalaureate courses must hold an earned doctorate in the discipline taught or related discipline; or hold the terminal degree for the discipline.

Exceptions may be made for individuals who do not meet the minimum qualifications but who are considered by the department to possess other demonstrated competencies and achievements that will contribute to the effective teaching and student learning outcomes. All such exceptions must be approved in writing by the Dean, and documentation of the competencies and achievements that justify the exception must be on file.

USF St. Petersburg [faculty rosters](#) outlining faculty credentials, are available in Part A, beginning on Page 11.

[Minimum Documentation Required](#)

- 1. A faculty roster (see pages 11-13)**
- 2. A list of full-time faculty and a list of part-time faculty. A description of loads and duties (such as advising, committee service, curriculum/program review) establishing the adequacy of the number of full-time faculty.**

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[Supporting Documents:](#)

Attachment W	Profiles of new faculty hired by USFSP in A/Y 2003-04
Attachment CC	Campus Board approval of the USF SP Budget Planning Process
USF SP Programs of Distinction	Florida Studies Journalism and Media Studies Environmental Science, Policy and Geography Social Responsibility and Corporate Reporting
Attachment DD	USF Guidelines for a Successful Faculty Search
College Faculty Directories	College of Arts & Sciences College of Business College of Education
Part A, Page 11	Roster Notations , Faculty Roster

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USF St. Petersburg

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