Call to Order

B. Katzenmeyer, Chair, called the meeting to order at 10:30 am.

Review of Minutes

A B. Katzenmeyer moved to accept the minutes with the following corrections:
- *Switch the name order of the writers on the survey on Differentiating Faculty Roles (C. Mullen and J. Nutta).*
- *Check the spelling on Martha Asbury, DOE.*
- *Include that Lombardi has good thinking on how you should rank universities.*

So moved.

Research Request for Graduate Assistant

N. Berger presented the Research Committee’s request to the College Council and a dialogue ensued. It was suggested by Dean Steiner that rather than limit the position to a Graduate Assistant, it would be better to use the broader description of OPS. There was some confusion about whether or not the position had already been passed. It was determined that the concept had been presented but no funds had been requested. EK moved to accept the Research request for OPS, seconded and so moved. This request was to be presented to the Chairs’ Budget Meeting on March 8. External funding was to be investigated.

Research Committee Member

It was announced that Howard Williams, Ex-Officio, Institute for Instructional Research & Practice, is leaving the University. He has taken a position as Director of the Peace Corps in Guyana. The Committee wishes him much success in his new position.
Differentiating Faculty Roles

Differentiating Faculty Roles was one of the first issues taken on by the Research Committee. A survey sent out in November 2001 by C. Mullen, asked how a cross-section of faculty members felt about differentiating between teaching and researching. There was 100% return rate of tenured faculty from 7 institutions who expressed positive input about the issue.

The general consensus was that a Research I institute should have a 2-2 teaching load rather than a 3-3. With reasonable faculty expectations comes job satisfaction, with job satisfaction comes faculty stability.

J. Nutta brought the issue of “differentiating faculty roles” up at the last Secondary Education faculty meeting. The response was one of great enthusiasm. Faculty felt that this was an issue that needed to be explored and one many had already considered.

This was an issue B. Katzenmeyer thought should be asked of the Dean candidates during their interviews. Several other options were suggested: 1) Inquire as to COE faculty feelings on the issue; 2) Obtain substantial faculty interest and meet with Provost; 3) Interact with Personnel Policy Committee (PPC) and jointly develop a policy; 4) Research Committee could write a proposal and present to PPC, then College Council; 5) Examine other universities who have alternative hiring policies; and, 6) Study AERA’s Presidential address about scholarly activities.

The goal of this committee is to assist in developing a different policy for governing faculty teaching and research assignments. The plan should be to exchange ideas with faculty members, create understanding and expectations to change the current hiring/retention policy and faculty assignments. The College-wide rationale for doing this is to put more emphasis on teaching and allowing that to be an option for people to maximize resources for the service courses that are generally understaffed. Everyone should explore other Universities with Research Committees that have alternative staffing plans.

By Fall 2003, this Committee would like to have a tenure promotion and staffing policy within the College that permits differentiated staffing along some lines and that policy would agree to and be consistent with University policy.

It was suggested by J. Paul that the Research Committee and the Personnel Policy Committee recommend to the Council that the Council support and endorse the initiative. The Council Chair would appoint a Committee to develop and implement a plan, the product of which would be a proposed policy on differentiated faculty. Further, that the Provost would be asked to participate in this process in terms of appointing someone from his office and possibly someone from another College to the Committee. The Committee should research more in this area before getting a focus group. N. Berger
agreed he would co-chair along with someone from the Personnel Policy Committee to develop a proposal.

The PPC members are Nell Faucette (Chair), Jeff Kromrey (Liaison), Bill Katzenmeyer, Betty Epanchin and Susan Homan. The Committee felt they should ask the Personnel Policy Committee to attend next month’s meeting scheduled for March 28. Others to be invited are Harold Keller and Carine Feyten to represent the Department Chairs.

**Mentoring Program**

At past meetings, C. Mullen circulated a handout from *The League of Mentors: A Strategy Beyond the Faculty Handbook* by Freddie L. Groomes. This Chapter raised a couple of points for tenure-earning faculty. Mentoring intervention at FSU focused for a number of years on faculty of color and women for retention and cultural adjustment. This program was so successful another program was generated which was more general to all tenure-earning faculty.

The Committee was asked if there was need to create an intervention program at the USF to help socialize tenure-faculty with those who are new and retain through success and job satisfaction? J. Paul brought up that B. Katzenmeyer (Chair) had setup a college-wide mentoring function that was a great program when he was Dean. Fully credentialed faculty met on a regular basis to share interests and create a culture for an intellectual and research-based environment. The College of Education was the first college to have this forum.

R. Dedrick has done studies on Research Mentoring and is continuing in this area. Part of his dissertation was on Research Mentoring. The Committee felt R. Dedrick should be invited to speak at April meeting on mentoring. J. Ignash will also be invited to speak on that date.

**Adjournment**

The meeting was adjourned at 1:20 p.m.

**Next Meeting**

The next meeting will be held Thursday, March 28, 2002 at 11:00 a.m.

**Minutes Transcribed by**

Rebecca Wilkins, Program Assistant
College Council, College of Education