COLLEGE OF EDUCATION
Research Committee
December 6, 2001
Minutes

Members Present: Neal Berger, Bill Katzenmeyer (Chair), Joyce Nutta, Michael Stewart, Howard Williams

Ex-Officios Present: Lynn Lavely (Council Chair)

Members Absent: Susan Homan, Constance Hines (Ex-Officio), Kofi Marfo, Carol Mullen, Jim Paul, Kathy Borman (Ex-Officio)

Other Attendees: Ellen Kimmel, Rebecca Wilkins

Call to Order
B. Katzenmeyer, Chair, called the meeting to order at 11:15 am.

Review of Minutes
A motion by B. Katzenmeyer to accept the minutes as printed was seconded. A vote was taken and passed unanimously.

Conceptual Model for Differentiated Faculty Staffing
A proposal was made by N. Berger in the College Council, November 16, 2001, to setup alternate tracks for hiring faculty in the COE. The College Council’s response was very positive.

E. Kimmel (Department Head) was invited to share her thoughts on the concept of bringing faculty into a Research I University. E. Kimmel raised many concerns with differentiating between teachers and researchers. She believes that since USF is striving to be a Research 1 institution, this would be unrealistic. When an opening for a tenure track position becomes available, COE should seek those that appear highly invested in research because this is the only way to build a Research I University.

E. Kimmel believes that once tenure and promotion have been achieved, then and only then, would it be appropriate to think about different avenues for those who do not have an interest in research. There are many ways to keep these faculty members productive. Some options would be to invest in making part of their assignments to (1) be continually involved in the Teaching Enhancement Center, (2) be expected to attend the Lilly Teaching Conferences (which are offered all over the country), and, (3) present at Departmental meetings the innovative and valuable teaching procedures brought back from these Conferences. Faculty should not expect to be just teachers but teachers making a contribution to teaching. There would be action research around their teaching as an expectation. There would not be publications in a research journal or seeking research funding. All faculty should be professionally active and focused on teaching.
Several suggestions were made with regard to changing the criteria for retaining faculty. One suggestion was to remove the six-year boundary for becoming tenured. Once made an Associate Professor then have the choice of continuing to do research or to teach. Offer different tracks which would allow them opportunities for promotions and pay raises whether as a teacher, researcher, or both.

**College Research Support Activities**

Since the Associate Dean for Research has been put on hold, it was necessary to develop a plan wherein the duties of an Associate Dean would be carried out in the interim and to stimulate interest amongst the faculty. A revised handout prepared by N. Berger, L. Lavely, and H. Williams was distributed.

**Mentoring Program**

Carol Mullen was at a conference so this item was carried over to the next Research meeting.

**New Business**

N. Berger was to draft a list of questions from the Research Committee for Bruce Lindsey.
- What is the process and procedures that are used for sponsored research?
- How are monies distributed and decisions made?
- What is criteria for a larger share?
- Why do we receive this information the day before it is due?
- Can we get this information in a more timely manner?
- How do you make decisions of overhead dollars?

**Graduate Assistant**

A discussion was held about hiring a Graduate Assistant. B. Katzenmeyer is to speak to the Dean in this regard. N. Berger will prepare a proposal to be submitted at the next Finance & Budget Committee.

**Adjournment**

The meeting was adjourned at 1:00 p.m.

**Next Meeting**

The next meeting will be held Thursday, January 24, 2002 at 9:30 a.m.

**Transcribed by**

Rebecca Wilkins, Program Assistant
College Council, College of Education