Call to Order

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

Review of Minutes

B. Katzenmeyer moved to accept the minutes, N. Berger seconded, and so moved.

Differentiating Faculty Roles

The Committee met with Harold Keller, Department Chair, and Betty Epanchin, PPC, to discuss the scope and nature of our interest in investigating the feasibility, desirability, and possible nature of a differentiated faculty-staffing model for the college. The Research Committee has explored this matter since the beginning of the academic year, given our discussions of the seemingly paradoxical relationship of excellence in teaching and excellence in research when these matters intersect with tenure and promotion.

Four questions have arisen that appear to encapsulate an approach to investigating differentiated staffing as a way of pursuing the twin goals of excellence in teaching and research. Below each question in italics, are some of the ways the committee recommends for pursuing differentiated staffing:

1. What modifications in college faculty personnel and research policy and procedures could simultaneously promote and support higher quality and additional research and teaching in our college?

2. What modifications ought to be made in college and university policy and procedures regarding how research and teaching is evaluated to support higher quality and additional research and teaching in our college?

Considerable attention should be directed toward innovative and psychometrically sound evaluation systems for appraising and judging the quality of faculty teaching at various levels and in various settings.
College of Education  
RESEARCH COMMITTEE

It is critical that college, university policy, and collective bargaining provisions be internally consistent and congruent with respect to any faculty differentiated staffing plan.

3. What is the most desirable process for our college to systematically proceed with an informed and open dialog within our college and with USF administration to ensure an acceptance of our recommendations on differentiated faculty staffing?

A multi-phase committee process is proposed: A small initial ad hoc committee with membership from the Research and Personnel Committee, to be chaired by Bill Katzenmeyer would be composed of seven members: B. Katzenmeyer, M. Stewart, J. Paul, E. Kimmel, H. Keller, N. Berger, and B. Epanchin.

Their initial charge would be to conduct a deliberate process to develop a small coherent set of design principles for developing one or more model college differentiated faculty plans. This committee would engage current and 3-4 current or former deans or others in colleges of education throughout the county who have implemented or are ready to implement promising differentiated faculty staffing at their institutions. They would come to Tampa, or otherwise be available through long-distance conferencing to meet with the ad hoc committee and interested faculty for a dialog on their programs, its history, rationale, problems encountered and successes documented, and recommendations for us in our setting.

Based on these meetings, literature reviews, and discussions, the ad hoc committee would draft a rationale and set of principles for review by the faculty and others, with comments to be solicited in writing or in open forums with the ad hoc committee. Given this context and the approval of the College Council, the ad hoc committee will draft the principles and circulate them to the college and present them to a second committee.

A second, larger, more representative committee, with overlap with the ad hoc committee, would be established by the council to review the principles, consider related university policy and collective bargaining agreements, etc. and draft one or more sets of detailed policies recommendations consistent with the principles agreed to by the college council. These options would be sent to the entire faculty for written response and open forums. Then these options would be presented to the faculty for a vote; and detailed policies and procedures would be developed for the college and with university administration.

4. How can these recommendations be implemented equitably and in a timely fashion?

It was suggested that the Committee research other universities who have a similar program already in place, i.e., University of Texas at San Antonio, Kansas State, etc. A summary will be provided to the college council at the next available meeting for discussion and approval.
Mentoring

R. Dedrick will speak on Mentoring at the next Research meeting.

Adjournment

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

Next Meeting

The next meeting will be held Thursday, April 25, 2002 at 11:00 a.m.

Minutes Transcribed by

Rebecca Wilkins, Program Assistant
College Council, College of Education