College of Education Council Meeting: 2003: 10: 29

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AGENDA
College Council Meeting - October 29, 2003

1. Call Meeting to Order .......................................................... Chair

   nominated to represent College on Search Committee for AVP position. ..... Gayle-Evans

3. Childhood Education - Graduate Programs - permission to mandate Orientation
   for students accepted to program ........................................... Gayle-Evans

4. Book Orders for Spring

5. Annual Review Committee Report ............................................ Lyman Dukes

6. Open Discussion

7. Adjournment
College Council Minutes
Called Meeting – October 29, 2003


Chair Guda Gayle-Evans called meeting to order at 10 AM.

OLD BUSINESS:
(1) Margaret Hewitt was nominated to represent the College of Education on the Search Committee for the AVP position for Academic Affairs.
(2) Childhood Education faculty would like to have a regularly scheduled orientation meeting for their graduate students. Special Education representatives suggested that it would be a good idea for their graduate students to also receive an orientation to the College. Council Membership voted and approved a motion to support this meeting.
(3) Book orders: Follow-up discussion from October 1st Council meeting. Be sure to have faculty copy their orders to Jennifer Walker.

NEW BUSINESS - Purpose of Called Meeting:

Annual Review Committee Report:
Lyman Dukes, Chair of the Annual Review Committee, was present at the College Council meeting to discuss the merit increase process. Last year the College of Education voted to use Model C to allocate merit increase funds. This model required that a numerical rating be given to each faculty based upon their annual review. The Annual Review Committee took the qualitative descriptors and coded them numerically. These ratings were then used as input into the Model C formula in order to calculate the merit increases. There was $49,208.00 available for merit increases.

Dean Fueyo discussed the equity increase adjustments. There was $15,624.00 available for salary adjustments. All eligible faculty members were brought up to 93% of USF averages as a minimum. In addition, all faculty salaries for eligible faculty in the college were also raised to a minimum of 90% of the national average for their academic area and rank. Individual letters will be sent out to faculty on November 3.

December 1, 2003, everyone will be getting an additional 2% increase from the state.

Dean Fueyo also stated that the Administrative council will be discussing the descriptors for activities in research and service current merit system at their next meeting. The goal is to provide a more discriminative process for external/merit awards. This group will be looking at a way to provide more specificity in assignments. The three college deans and two members of the Faculty Council will be meeting all this year to review and revise the merit systems in each of the colleges.

College Council Membership suggested that this a discussion of how to better discriminate qualitative differences among areas of faculty performance in...
teaching, research, and service might be one of the functions of the Annual Review Committee.

Meeting Adjourned at 9:45 AM
Respectfully Submitted,
Bonnie Braun