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Kate Tiedemann College of Business: College  
Council Meeting Minutes

Kate Tiedemann College of Business (KTCOB)

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9-23-2004

## College of Business Council Meeting : 2004 : 09 : 23

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**UNIVERSITY OF SOUTH FLORIDA ST. PETERSBURG  
COLLEGE OF BUSINESS**

**Faculty Recruiting, Evaluation, and Consultation Committee**

September 23, 2004 10:00 am

Present: Tom Carter, Jim Fellows, Ellen Hufnagel, Jerry Lander, Mike Lockett, Gary Patterson,  
Jim Spence, Marc Street  
Guests: Ron Hill, Mark Wilson

1. Minutes

The minutes of our September 16 meeting were approved.

2. Discussion with Dean Hill

Dean Hill met with us to answer questions and address the list of issues discussed earlier (see Sept. 9 minutes, point 5, and the Sept. 16 minutes, point 3).

A. Research I status

As discussed in a COB faculty meeting, University President Judy Genshaft wants grant money to be a priority. Dean Hill's view is that every area should be seeking grants, Fulbright scholarships, and so forth, but that to some degree we can choose our own definition of Research I. He would argue that for a business school, journal articles would be a more appropriate measure of quality.

B. Tenure and promotion standards

In Dean Hill's view, we should be striving for A- or B+ journals. The tenure candidate must make the case that his/her work represents a scholarly life, a significant portfolio build in a set of journals that would exclude the lowest journals. Of course, a judgment as to the candidate's likelihood of continuing doing research, the candidate's teaching, service, and collegiality are also important.

Ellen suggested that it might be a good idea to include, along with the standard letter sent to external reviewers, the COB mission statement or other pre-written descriptions of the school that may clarify the standards used at USFSP.

C. Global courses

The Dean would like there to be one graduate and one undergraduate trip for credit (to China, Monaco, etc.) each year.

D. Teaching loads

Dean Hill and we discussed various partial solutions to teaching load issues. These include using bigger rooms, such as the Marine Sciences auditorium, allowing USFSP students the first opportunity to enroll in USFSP courses and then allowing other USF students in, and the further use of clinical faculty with higher teaching loads than research faculty have.

E. Volunteer work, such as Midtown and committees

Dean Hill again emphasized that all work in Midtown-related programs is voluntary. A suggestion was made to use incentives, perhaps in the form of release from other service work, to help those who do volunteer. This led into a discussion of the equitable assignment of committee work campus and university-wide (see Sept. 9 minutes, point 3). Dean Hill also stated that those on sabbatical are not required to do any committee or council work while on sabbatical.

F. Timing of mid-tenure reviews

We looked at the schedule of these reviews as they relate to various professors.

G. Coordinators and scheduling

We discussed the role of coordinators and the process by which classes are scheduled. Dean Hill will talk to coordinators about these issues next week.

3. Other points

After Dean Hill left, we briefly discussed some other issues.

A. Student evaluations of on-line courses

Most of the questions in the standard student evaluation are not useful or appropriate for on-line courses. We should consider how to handle this problem.

B. Learning compacts

The committee does not see these as very useful.

C. Union issues

Evidently, the three most important remaining issues are grievance procedures, summer pay, and merit pay. We discussed how or if we should act.

4. Next meeting

Our next meeting will be September 30 at 10 AM; the focus will be on teaching loads.