

Appendix A
Methods/Guiding Considerations for the
Roles Subcommittee's Work

Roles Task Force Activities

The Roles Task Force (Roles TF) met approximately weekly from December, 2008 through April, 2009. Overall, the group worked to define its task and to do so with consideration to the potential implications for USF faculty. The Roles TF's discussions centered on three primary themes:

1. A perceived need to develop an a priori definition of *faculty* that can (a) maintain traditional role expectations in terms of knowledge generation and dissemination through research, teaching, and service and (b) that can serve as a standard against which current designations of faculty roles and measures of productivity can be described or defined.

Subtexts of these issues included concern for how the TF's work might be used to make decisions about employment practices in an era of economic stress.

- Is there potential for a move toward hiring part-time, non-tenurable faculty and a shift of University mission and faculty roles toward teaching/service roles?
- How were Task Force members selected and would faculty representation on the TF be used to validate a role shift that does not benefit faculty?

A second, but less frequently stated subtext was a commitment to defining faculty roles by our own standard rather than in relationship to AAU.

2. Efforts to address the TF's charge by examining data from USF and other sources so as to better understand existing faculty roles within USF and the nature of faculty roles in AAU and other research universities. The TF has to date examined data that include:
 - A listing and definitions of faculty roles developed by the SUS Bargaining Unit in 2003.
 - A position statement by AAU on the growth, the need for clarity in role definitions, and the need for evaluation processes and career ladders for non-tenure faculty.
 - Role definitions and evaluation criteria for Library faculty (provided as an example of non-traditional faculty).
 - IPEDS and NSOPF data on faculty productivity by roles.

The TF attempted to systematize its work by focusing on identifying the variety of roles defined as *faculty*, their perceived value, and costs/benefits of non-traditional roles for productivity reports as well as identifying potential sources of this information. The TF also made efforts to synthesize its work by focusing on how its report would be framed to address concerns expressed by all members and to address our charge.

3. Efforts to reconceptualize the TF's work in terms of its contributions to the community that constitutes the University.