

MINUTES
FLORIDA BOARD OF GOVERNORS
STRATEGIC PLANNING/EDUCATIONAL POLICY COMMITTEE
UNIVERSITY OF CENTRAL FLORIDA
ORLANDO, FLORIDA
SEPTEMBER 15, 2005

Mr. Dasburg, Chair, convened the meeting of the Strategic Planning/Educational Policy Committee of the Board of Governors at 11:25 a.m., in the Cape Florida Room, Student Union, University of Central Florida, Orlando, Florida, September 15, 2005, with the following members present: René Albors, Dr. Akshay Desai; Ann Duncan; Dr. Stanley Marshall; Bill McCollum; Sheila McDevitt; Ava Parker; Dr. Martha Peláez; Carolyn K. Roberts; Peter Rummell; Chris Schoonover; John Temple; and Commissioner John Winn.

1. Approval of Minutes of Meeting held July 20, 2005

Mr. Rummell moved that the Committee approve the Minutes of the Meeting held July 20, 2005, as presented. Mr. Temple seconded the motion, and members of the Committee concurred.

2. Supply and Demand: Computer Science, Information Technology, Electronic Media, and Simulation

Dr. Hitt said that a recent study concluded that anything that could be automated would be. He said Computer Science and Information Technology would drive the economy in many ways. He reviewed the previous presentations to the Committee on student supply and demand, university capacity, and state need in Nursing, Education, and Engineering. He explained that in the new fields of Modeling and Simulation, Digital Media, Information Technology and Information Systems Technology, student demand was increasing and university capacity was insufficient; in Computer Science, Information Systems, and Computer Engineering, student demand was decreasing, and there was some excess in university capacity. These programs were all targeted as needed by the state. He said there was a false perception that job opportunities were scarce in these fields. He noted the 91 percent increase in the number of B.S. degrees from 1997-2002. He reported on the 60 percent decline in enrollment in the last four years, even while federal job forecasts indicated increasing demand. He noted that with fewer U.S. graduates, there would be greater reliance on employees from overseas.

Dr. Hitt explained that graduates of these programs worked in a wide range of jobs, and that employment projections for graduates of these fields were higher than the average for all occupations. He identified the average starting salaries for graduates of these programs. Disney, the Harris Corporation, and Lockheed-Martin had hired UCF graduates. He explained that Central Florida's simulation industry had the largest concentration of simulation business in the world with over \$1.06 billion direct payroll. He said that only UCF in the System offered Modeling and Simulation graduate degree programs and the programs had experienced rapid enrollment growth with minimal

formal advertisement and recruitment. The University had received multiple requests to deliver the program off-site and by distance education.

He reported that there was a high demand for graduates with Management Information Systems degrees, but the program had suffered an enrollment drop the last three years. He attributed this loss to stricter admissions requirements, a perception of off-shore outsourcing, and a sluggish economy. He said both UCF and UF offered programs in Digital Media; there are an estimated 42,000 jobs in film and digital media in Central Florida and 5,000 new jobs expected in video gaming.

He noted the challenges of declining enrollment in Computer Science, Information Sciences, Computer Engineering, and Management Information Systems as the negative perception about the job market and the problem of attracting and retaining qualified students. The challenges of rapid enrollment growth in Digital Media, Information Technology, Information Systems Technology, and Modeling and Simulation was the insufficient number of qualified faculty and insufficient facilities and resources. He recommended potential solutions for the programs in decline such as providing accurate information about the job outlook, improving computer science preparation in K-12, developing recruitment programs for qualified students, and instituting special retention programs. For the programs experiencing growth, he suggested increasing enrollment growth funds and increasing targeted growth funds.

Mr. Temple inquired about the number of gaming companies in Orlando compared to the number in Los Angeles. Dr. Hitt responded that Los Angeles was bigger but that Orlando was becoming a big site for computer game development, a \$4 billion industry. Provost Hickey added that Orlando could offer a better quality of life and more reasonable housing prices.

Mr. Dasburg inquired whether this was geographic concentric or whether other universities offered these programs. Dr. Machen said UF had similar programs, but had only recently expanded into the I-4 corridor. Dr. Genshaft said USF focused on the biosciences and biotechnology areas.

Mr. Rummell said he was dumbfounded to learn that there was insufficient demand for MIS programs. He said he viewed this as an area of great need. Dr. Genshaft said this was partially the result of students taking insufficient math and science courses in high school. Dr. Maidique added that when the dot.com bubble burst, many students shifted out of these programs. Dr. Hitt said it was critical for the universities to help students understand the opportunities in the field.

3. Supply and Demand: Education, Demand for Teachers

Ms. Pam Stewart, Deputy Chancellor for Educator Quality, DOE, said the Department's top Strategic Imperative was to "increase the supply of highly effective teachers." She said the Department projected that in 2006-07, Florida would need almost 30,000 new teachers, as approximately 15,000 teachers leave the profession. She explained the components of the comprehensive plan to address this huge need.

She described the different routes to teacher certification and current Educator Quality Programs.

Mr. Dasburg inquired how the data on initial certificate routes would have looked 20 years ago. President Brogan responded that there would have been fewer teachers using reciprocity and fewer teachers shown as having followed “other routes.” Mr. Dasburg inquired whether the universities had failed to produce their share of teachers over these 20 years. Mr. Brogan said he would say yes, as the Colleges of Education had fought alternative routes to certification. He said they were now embracing these alternate routes. He said the needs were exacerbated in certain targeted areas, particularly special education and math. He also noted that the public school districts were not paying differential pay to teachers.

Mr. Dasburg said that the universities had indicated that they had the ability to satisfy the demand; they had advised the Board of the shortage of the demand. The infrastructure is in place to instruct the teachers. He inquired what the universities were doing in response to this rising demand. Mr. Brogan said there were now different routes to the profession. He suggested that the Board should look at the end results of the alternate routes, and see if these differently-trained teachers are retained in the profession.

Mr. Dasburg wondered what the universities could do to stimulate demand. He said they needed to work with the Commissioner on this as the state’s investment in the Colleges of Education had already been made. Mrs. Roberts said it was important to consider the job situation for teachers as well as the pay for the job. Commissioner Winn said in his view, the Colleges of Education had not responded to the need in Florida for more teachers.

Ms. Stewart reviewed some of the Department’s initiatives to recruit and retain teachers. The Department was actively promoting the alternate routes to teacher certification. She noted that 30 years ago, there were only two routes to certification, graduation from the Colleges of Education and coming to Florida with an out-of-state teaching certificate. Dr. Peláez noted that the Colleges of Education were accredited by both NCATE and SACS which gave the Board assurance of the quality of the training. She suggested a longitudinal study to review the quality of all the certification routes.

President Machen inquired whether the universities were buying in to the alternate routes. Commissioner Winn said they were. He said that previously, the Colleges had done what they were already doing and producing more teachers; now, the Colleges were re-thinking the preparation paths. He said there was not yet enough data to know the efficacy of the alternate routes and how well these teachers fared. He said he would want to review the student achievement data after a few years. He said he disagreed with the current indicators used to determine teacher pay, i.e., level of degree and years of experience. Dr. Marshall said the “elephant in the room” was the teachers unions. He said competence and teacher productivity did not matter, salary increments resulted in higher pay for more senior teachers. Dr. Bryant said the universities cannot produce more teachers when students do not want to become teachers. She said Colleges of Education waited for people to come to them. She

suggested that these Colleges should develop an aggressive plan. Pay was not always the issue; the issue was preparing for a worthy and rewarding career.

Ms. Stewart explained the partnership with the Florida Education Foundation to launch a public awareness campaign to promote excellence in teaching and recruit highly effective people into the profession. She also reviewed some of the targeted activities to assist the retention of teachers. Commissioner Winn said the state had not paid attention to why trained teachers are leaving Florida. He added that the universities were now participating in Educator Preparation Institute Alternative Certification Programs.

Ms. Stewart reviewed information about the “completers” of SUS State-approved Initial Educator Preparation Programs. She noted that retention was good, once candidates were in the programs and the programs had been able to maintain enrollments. She said that even if all the “completers” of State-approved programs remained in Florida and taught in Florida public schools, they would address less than 21 percent of the need in 2005-06. She also reviewed the \$11 million this Board had included in its budget for the SUS NET Program to increase enrollment and completers from the Colleges of Education.

Mr. Temple said he was concerned about the mandates passed by the Legislature regarding teacher certification. He said in the face of the great demand in Florida, the state should reduce the impediments for teachers coming from other states. Mr. McCollum said students outside the Colleges of Education might also be interested in becoming teachers and there should be ways to train these students as well.

Dr. Desai said he was interested in the proposed partnerships with the PTAs in the schools. He inquired how the “pay for performance” was being implemented. Commissioner Winn said there was statutory language on “pay for performance” and every school district was to pay a portion of its salary dollars for teacher performance. There had not been a robust response to the statute. He said the Department was revising its rules requiring the districts to set up pay schedules to reflect that some portion of teacher pay was to reflect performance.

4. Supply and Demand: Education, Supply: Colleges of Education – Part of the Solution

Dr. Sandra Robinson, Dean, UCF College of Education, responded to four points which President Hitt had made in his presentation, as follows: 1. that 16,000 new teacher hires would be needed each year, possibly more, due to the class size guidelines; 2. that capacity to prepare teachers is not the limiting factor; 3. that increasing student enrollments (recruitment) is a challenge; and 4. that large numbers of teachers are leaving, so retention is an issue. She explained that there were many innovative Baccalaureate offerings that had been added over the past 10 years. She described the para-educator to educator programs, removing the obstacles for these students entering the field. She noted that students often made their career choices in middle school and students from these age groups were invited to visit the university

campus. The College of Education had also experimented with early admissions in the summer.

Dr. Robinson described some of the recruitment challenges, including the potential salary upon graduation and the restrictive regulations imposed on education programs by Department of Education rules. She said that she had been involved as the Department worked to revise these rules. Commissioner Winn added that teacher recruitment was not the sole reason for the rules revisions. The Department also sought to assure an accountability mechanism to assure that the new Academic Learning Compacts were competency- based. Mrs. Roberts said she would want comparable standards applied to all the alternative teaching routes. Mr. Dasburg inquired about the timeline for these rules changes. The Commissioner said they were to be presented to the State Board at its January meeting.

Dr. Peláez said she viewed the Academic Learning Compact as an outcome. Commissioner Winn said the standards were the competencies. He said that by whatever route a teacher was certified, the competencies must be assessed.

Dr. Robinson said the Colleges of Education were not opposed to alternate certifications; MAT programs had been in place for decades. She said the Colleges of Education had graduate certification programs, summer institutes and other special initiatives, and had championed standards for these alternate programs. She added that SUS graduates were also pursuing these alternate certification routes.

Dr. Robinson also advised the Committee that university students were giving thousands of hours of service in the schools through volunteer hours and internships. She described the UCF Academy for Teaching, Learning and Leadership as a hub for partnerships with other education institutes and business and industry. She explained some of the professional development initiatives to promote teacher retention. She said the Colleges of Education were actively working to help meet the demand for teachers.

Dr. Desai thanked Dr. Robinson for an excellent presentation. He inquired whether UCF was monitoring the effectiveness of all these initiatives. Dr. Robinson said the College was monitoring these activities, and that enrollment was increasing in the College. President Hitt added that he had frequent lunch meetings with area school superintendents to inquire how UCF was doing. Mr. McCollum inquired whether there were similar activities at all the universities. President Machen said all the universities were engaged in similar activities.

Mr. Dasburg said there was clearly an enormous state need for teachers and this was clearly a responsibility for the Commissioner. He said the universities want to do their part, and many initiatives were underway. He said the Board would tell the Colleges of Education to advise the Department of Education about what is needed to address the solution and to remove any obstacles.

Mr. Dasburg said the rest of the agenda would be rolled over to the next meeting.

5. Adjournment

Meeting adjourned at 1:15 p.m., September 15, 2005.

John Dasburg, Chairman

Mary-Anne Bestebreurtje,
Corporate Secretary