



FLORIDA STATE UNIVERSITY

FACULTY SENATE

MINUTES
FACULTY SENATE MEETING
FEBRUARY 15, 2017
DODD HALL AUDITORIUM
3:35 P.M.

I. Regular Session

The regular session of the 2016-17 Faculty Senate was held on Wednesday, February 15, 2017. Faculty Senate President Susan Fiorito presided.

The following members attended the Senate meeting:

T. Adams, S. Aggarwal, A. Askew, H. Bass, B. Birmingham, K. Brummel-Smith, M. Buchler, E. Chicken, V. DeBrunner, J. Delp, K. Erndl, J. Fadool, B. Fennema, A. Figueroa, J. Fiorito, S. Fiorito, R. Gainsford, J. Garibaldi, J. Geringer, T. Graban, J. Grzywacz, K. Harper, J. Hellweg, E. Hilinski, C. Hofacker, K. Hufferberger, E. Jakubowski, K. Jones, I. Junglas, T. Keller, A. Kim, E. Kim, S. Lewis, W. Li, J. Linford, J. Lo, S. Losh, C. Madsen, T. Mariano, C. Marzen, V. Mesev, M. Messersmith, U. Meyer-Baese, D. Moore, S. Park, E. Peters, A. Rhine, V. Richard Auzenne, N. Rogers, D. Rohlinger, E. Ryan, P. Sharpe, T. Siegrist, D. Slice, J. Standley, N. Stein, B. Stults, U. Sypher, G. Tyson, Col. M. Van Wert, D. Von Glahn, E. Walker, Y. Wang, W. Weissert.

The following members were absent. Alternates are listed in parenthesis:

T. Abichou, J. Adams, E. Aldrovandi, K. Bearor, L. Beitsch, D. Bookwalter, W. Boot, M. Burr, J. Clark, A. Clarke, R. Coleman, B. Cox, A. Darabi, J. Dawkins, P. Doan, H. Flynn, K. Goldsby, J. Gomariz, M. Gross (L. Hinnant), E. Hull, R. Jackson (R. Brower), B. Landing, P. Mason, R. Morris, Z. Musslimani, P. Osteen, I. Padavic, K. Petersen (M. Hurdal), D. Poey, V. Salters, O. Steinbock, L. Stepina, N. Stoltzfus (C. Upchurch), O. Vafek, A. Vanli, C. Wood, K. Yang, T. Zuehlke.

II. Approval of the Minutes

The minutes of the January 18, 2017 meeting were approved as distributed.

III. Approval of the Agenda

The agenda was amended to move announcements by the President and the legislative update to the beginning and then was approved as amended.

IV. Announcements by President Thrasher

President Thrasher began by reporting that Sally McRorie had knee replacement surgery, but she is doing well and should be back soon. Last fall, Thrasher went to Washington with Gary Ostrander and visited the director of the National Science Foundation, Dr. France Córdoba,

who is interested in the FSU Mag Lab. President Thrasher invited her to the Mag Lab, and she accepted the invitation and will be visiting Tallahassee on March 6-7. President Thrasher believes this will be an important visit for FSU by showcasing the Mag Lab and College of Engineering. President Thrasher gave an update on the Iranian FSU student who has not been able to reenter the country after the travel ban. Thrasher said he is optimistic that the student will be granted a visa and will be back on campus in a week. Senator Nelson and many others worked hard to get the student back to FSU. Thrasher also mentioned the Take 15 Initiative because it relates to the block tuition issue the Legislative is discussing. In 2015, twenty percent of FSU first-time college students were taking 15 hours or more. This fall, because of the initiative, 47% of students are taking 15 hours or more. He believes that the initiative has been successful. Thrasher also thanked Susan Fiorito for her work on the Jim Moran School of Entrepreneurship and her work on the Board of Trustees. He said that she has been a great asset to this university. Thrasher also reported that a high-level employee from the FSU legal staff was recently arrested for soliciting sex from a minor as part of a bigger sting operation for child predators. After Thrasher received the facts, he was prepared to terminate the employee but the employee resigned first. Thrasher said that the university did everything it thought was appropriate in handling the situation. Thrasher ended by saying he was optimistic about the Legislative session.

V. Special Order: Legislative Update, Ms. Kathy Mears, FSU Chief Legislative Affairs Officer

See Addendum 1 for Handout

Kathleen Daly, Associate Vice President for University Relations, introduced Kathy Mears, who has worked for the last two speakers of the Florida House of Representatives and is now FSU's Chief Legislative Affairs Officer. Daly also mentioned that during the legislative session, FSU faculty can advocate for the university through the website www.advocateforfloridastate.fsu.edu. Faculty can create an account on the website to get legislative updates and be aware of alerts.

Kathy Mears highlighted FSU's legislative priorities for the current session. She is a two-time graduate from FSU who has been working in the Legislature since 1996. She explained that the Legislature is in a strange season with some legislators who want to increase funding for universities and others who want to reduce the State budget and are scrutinizing universities. FSU is asking for more funds than it has ever asked for and also wants to protect existing programs. The tension in the Legislature could make it difficult to get anything done in this session, but FSU is still hoping to ask for and plan for a lot. Mears' strategy is to show the Legislature that FSU is a great investment to help persuade them to provide the university with the requested funds. The majority of FSU's requests pertain to increasing the number of faculty and their salaries, increasing the number of graduate students, and the construction and maintenance of buildings. This year, FSU has been required to file bills for appropriation requests. The university has filed eleven bills, and those can be seen on the Florida House of Representatives' website. The House of Representatives is also now asking to see details about the private funds being used by the university to supplement operations to see that FSU is spending money wisely.

The university is watching several pieces of legislation including Senate bills two and four, which are being carried by Senator Galvano but are really Senate President Negron's bills. There is no money attached to it yet, but it would set up new programs and enhance existing

programs for universities. It also talks about block tuition, which will have a tremendous impact on our university if passed. FSU students are finishing their degrees sooner than most universities in the State University System of Florida, and if the Legislature sets a block tuition rate lower than what our average students are paying for, FSU will lose revenue and it will influence our state and national metrics. In terms of an update on the Guns on Campus bill, Senator Greg Stuebe filed a bill that addressed many different issues related to guns, so the committee threw it out. Stuebe then canceled the committee meeting and broke the bill up into eight individual bills, one of which deals specifically with guns on college campuses, and those bills were refiled three weeks ago. They have not yet been assigned to committees by the Senate President. The longer a bill takes to be assigned to a committee, the less chance it has of passing. FSU is keeping an eye on this process as well as advocating against the bill since both the process and advocating can kill a bill. Daly clarified that the House will pass the bills, but that the Senate is where the bills might be killed.

Jones: “Kathleen Jones, Biological Science. Is there anything we can do as individuals to help this process?”

Mears: “Members, on an individual basis without FSU’s seal, as an individual writing a personal letter to a legislator does make an impact. I think at this point that would be the most effective tool we can use.”

Losh: “Susan Losh, Educational Psychology. I read in the morning paper about faculty and State worker health insurance, and I was wondering if you could tell us about what is going on and how it impacts us?”

Mears: “There is a bill that has been proposed for the third year in a row in the House where they would change the healthcare plan so that individuals would pay an amount and receive specific benefits. You could pay more and get more benefits or pay less and get the difference for lower benefits – bronze, silver, or gold plan. That has a lot of steam in the House, and it will pass the House this year. Curiously, Tom Lee, who is a very outspoken and powerful former Senate president, has filed the companion bill in the Senate. I believe there is a lot of interest. The bill doesn’t take effect until 2020 even if it is passed. But I see a lot more support for that bill in the Legislature than I have ever seen before. Support and opposition has not quite solidified yet, and we’ll probably see a lot more activity. But at this point, it has a better chance than I’ve seen in years.”

VI. Report of the Steering Committee, Todd Adams

“Since the January Senate meeting the Steering Committee has met four times. We met separately with President Thrasher and Provost McRorie. We discussed the Library QER which includes important recommendations from the external reviewer that require increased funding to provide a library that matches our Top 25 public aspirations. The library QER is available on the Faculty Senate website for anyone who is interested. We also discussed the next steps for the strategic plan and immigration issues. The Advisory Council of Faculty Senates met three weeks ago. As a reminder, this is the organization of SUS Senate leadership. There was interest in our DACA and guns on campus resolutions. ACFS also passed a resolution opposing guns on campus. During the past months, the Steering Committee has been discussing changes to the FSU Constitution. Today we will hear two proposed amendments to the Constitution. We will not vote on passage of these amendments today; however, amendments to either proposal will be accepted, discussed, and voted on. We will

then vote on each of the proposed Amendments to the Constitution at the March Senate meeting. To take effect, each proposed amendment must (1) be approved by a two-thirds vote of the Faculty Senate, and (2) be ratified by a majority vote of the members of the General Faculty who are eligible for election to the Faculty Senate and who vote on the proposal. In other words, if an amendment is approved by a 2/3 vote at the March Faculty Senate meeting, it will then be put to a vote of the General Faculty. If a majority of the General Faculty voting on the amendment ratifies it, the amendment will be sent to President Thrasher for transmittal to the Board of Trustees. The first amendment is a set of technical changes to update terms that are no longer valid such as Board of Regents. The second amendment addresses the membership of the Faculty Senate. The Steering Committee deliberations on the membership have centered on including Specialized Faculty. We have considered whether to change the membership and what options might be pursued. We hosted a pair of open forums to allow FSU faculty to express opinions, concerns, and ideas. About 50 people attended each forum. The 2nd proposed amendment would make Specialized Faculty eligible for membership in the Faculty Senate. Any change would be implemented for the 2018-2019 Senate. The Steering Committee has debated the procedures for today's discussion. We have planned an informal session and arranged for microphones at the sides of the hall. To allow for a range of people to speak, please limit your comments to a minute. Please use a microphone so that all comments can be captured for the minutes. As mentioned, we will not vote on passing the amendments today, but we could consider changes to the proposed amendments. Changes can also be made at the March meeting prior to the vote."

VII. Reports of Standing Committees

There were no reports of standing committees.

VIII. Old Business

There were no items of old business.

IX. New Business

See Addendum 2: Faculty Senate Distribution Spreadsheet (Tenure Track and Specialized Faculty in Colleges and Schools)

See Addendum 3: Faculty Senate Membership Comparison

See Addendum 4: Faculty Senate Constitution-Technical Changes

See Addendum 5: Proposed Amendments to the Constitution

Fiorito: "Senator Adams is going to read the amendments and we'll move to an informal session, and Senator Adams will conduct the meeting briefly so I can make comments. Then after my comments, I'll move back into presiding over the meeting and we'll hear from faculty senators and guests who would like to make comments."

Adams: "On behalf of the Steering Committee, I'm presenting these two proposed amendments for discussion today. The first one is technical changes to the FSU constitution, mainly updating titles and non-substantial changes. You can see in your materials for today – and Senators, you were mailed this – a copy of the constitution with the technical changes

such as the “the’s” removed and the Board of Regents replaced with either the Board of Trustees or the Board of Governors depending on the particular aspect, and the Dean of Faculties is now the Vice President for Faculty Development and Advancement. These kind of changes are the first amendment. You can look through and see those. The second amendment is to change Article 4, Section A, the Faculty Senate membership. You have a sheet that summarizes what is in the constitution now and what the proposed amendment is. I’ll read aloud the proposed amendment before we get into discussion. The proposal is to change this article to say: “Tenured and tenure-track Assistant Professors, Associate Professors, Professors, and Specialized Faculty in Colleges and Schools shall be eligible for representation in and election to the Faculty Senate. If an eligible faculty member has duties in more than one college or school, he or she shall be counted in that college or school in which the major portion of his or her salary is budgeted or time is assigned.” So that is the new proposal. Some additional information is provided in the handouts. You have a sheet with representative Faculty Senates and what their membership includes. This was a search that was done on various other institutions and what they do, so you can get an idea of what some comparative schools, both in and outside Florida, are doing for their Faculty Senate. The other piece of information here is that there are some tables, one of which says faculty representation, tenure-track only, tells you how many faculty and senators each college has now. The other side shows what would happen to change the numbers if we changed and added specialized faculty here. It gives you an idea of what changes might look like at the college level. It does not show you what changes would look like at the department level. Those are the amendments that have been proposed. I will now turn it over to Susan.”

Fiorito: “So now what we would like to do without objection is to move to an informal session for discussion. And the reason why we are moving to an information session is because while it is true that the Faculty Senate President can recognize anyone to speak, we think this will be a lengthier time and we want tenure-track faculty members to speak and any other visitors to speak. We will, at a point, have to stop specialized faculty or visitors – non-Faculty Senate members – from speaking because this is a Faculty Senate meeting and we need to hear a debate from the Faculty Senate members on the proposed amendments. So the informal session will, again, let people speak. We will have a one-minute time limit for each person speaking and Bridget Birmingham will time us. So without objection, I would like to move to an informal session. Hearing no objection, we are now in an informal session. May I be recognized?”

Adams: “I will take over then. As a quick reminder, if you want to discuss amendments, that should happen during the formal part of the meeting. If you want to propose changing the language, that would need to happen in the formal session. Dr. Fiorito?”

Fiorito: “I am very happy to be able to present this to all of you. A few things that happened at our town meetings that I just wanted to clarify because there were some questions. First of all, the Board of Trustees that approves any changes to the constitution cannot go into the constitution and take out tenure. This document belongs to us. All they can do is approve or deny our changes. That’s all the Board of Trustees can do. So when we send them the amendments, whether it’s the first one on technical changes or the second one on membership, they can either do a thumbs up or a thumbs down. So, know that. Also, all we are asking you to do is add specialized faculty as being eligible. The members in the department will vote. You can have eligible specialized faculty members, but you don’t have to vote for them. It’s totally up to you. It’s not forcing any department to say anything at all. Ok, now I will not give any more personal statements.”

Adams: "I'll pass it back to Susan. Does anyone else want to make statements? Just come up and form a line."

Fiorito: "What we need to do is ask the Faculty Senate to allow specialized faculty members to speak during this informal session."

[Several voices confirm allowance]

Fiorito: "Hearing no objections, we'll allow specialized faculty and Faculty Senate members. So come up to either microphone and line up. We'd like to do this quickly if you'd like to say anything about the amendments as proposed."

Sypher: "Ulla Sypher from the School of Communication. I have two questions pertaining to the word "full-time" which is no longer in the revised version. First, I'd like some information on why that word was removed. I would also like to see if you have numbers on how many full-time specialized faculty FSU has versus how many part-time specialized faculty."

Fiorito: "I thought we left the words 'full-time' in."

Adams: "'Full-time' is not in. But it could be--"

Fiorito: "We only talked about full-time specialized faculty members. Those numbers for full-time specialized faculty members are in your chart showing the difference and how many there are."

Hanna: "My name is Randy Hanna and I'm the dean of FSU Panama City and also the College of Applied Studies. I appreciate the opportunity to be here today. Yesterday at our faculty meeting we adopted a resolution that has many great aspects and four findings I'd like to give to you to be placed into the record. Whereas our faculty overwhelmingly urges this change, we have all specialized faculty at FSU Panama City at this time. That doesn't mean we may not have tenured faculty in the future permitted to our faculty. We will evaluate that and look at that in the future. I'd say also that our separate College of Applied Studies has no representation whatsoever, and that is very important to us. In fifteen seconds, let me say three things. Number one, I came six months ago. I asked our faculty not to refer to Panama City College of Applied Studies as a branch campus. Because we are not. We are Florida State University, Panama City. We are part of this university and part of the activities of this university. Number two, when you do a QER, our faculty don't have the ability to participate in that because we are not part of the Faculty Senate. Number three, graduate curriculum and other committees. Having us involved in that will help make Florida State University, Panama City an even more important part of FSU and give us representation. Thank you."

Richard Auzenne: "I'm Valliere Richard Auzenne, College of Motion Picture Arts. I am the sole tenured faculty in the college. My colleagues do the same work that I do. They serve on the curriculum committee. They serve on senate committees as well: The Liberal Studies Committee and the Undergraduate Policy Committee, I believe, that Lisa Tripp serves on. I am in support heartily of this resolution. I hope it passes. In our college, specialized faculty do indeed do the same work that tenured faculty do. I know that our situation is a bit different, but I know that many other specialized faculty across this university [inaudible]. Thank you very much."

Harper: “I’m Kris Harper from the department of history, and I am in favor of amendment too because inclusive, diverse membership will make the Faculty Senate a stronger unit, not a weaker unit and because to expect specialized faculty to do the work of the Senate by serving on Faculty Senate committees and simultaneously denying them the opportunity to be elected to serve as a faculty senator is fundamentally unfair.”

Buchler: “Michael Buchler, College of Music. Regarding what Val Auzenne said. It occurs to me that if specialized faculty are doing the same job, they should be tenure-track faculty. For the Film School to run with only one tenure-track faculty member, it goes against the spirit of the contract. If they are running a PhD program, they should have – any school should have – people on the tenure track. I realize this is a slippery slope issue. It’s a really slippery slope. The Legislature is establishing universities in our state without tenure: Florida Gulf Coast University, Florida Polytechnic University. Even though I am very much in favor of equality, I worry tremendously about tenure protections if there is no difference between tenure and tenure-track faculty and specialized faculty.”

Hannahs: “Scott Hannahs, Magnet Lab. I think the Faculty Senate should be a democratic representative body that should represent all faculty, not just those in schools and colleges. This would cut out a huge chunk of specialized faculty there. Librarians should also be part. It should just be across the board a democratic, fair representation. I don’t see this as a big force for or against tenure. No one is making decisions to offer tenure-track or accept a tenure-track position based solely on the idea of representation here. So it’s a question of whether you want to be a representative body or not. It’s up to you.”

Rogers: “Nancy Rogers, College of Music. I’d like to address some of the points that people said before me and actually endorse them. If you are concerned about representation of all faculty, then you shouldn’t be voting for this amendment because surely we could do better than say leaving people out at the Mag Lab, for instance. I personally oppose the bill for the reasons that Michael Buchler mentioned. I think that if you have the last or last few tenure-track members of a particular department planning to retire or otherwise leave the university, the wrong reaction is to say, ‘We should have specialized faculty become senators; otherwise I am not represented.’ I don’t think we should be treating this as normal. We should be supporting tenure-track jobs. I’m not saying this is the one thing that is stopping tenure from disappearing, but, by the same token, I doubt Senate membership is the top priority for specialized faculty. I think if we want to help specialized faculty we can do better.”

Hinnant: “Lynne Hinnant, College of Communication and Information. I am probably one of the few people in this room who was formerly specialized faculty and is now tenure-line so I sort of belong in both worlds. I am generally in support of this, but I do have some concerns that there are not more specifications on the types of specialized faculty. There are three levels of promotion – first, second, and third – and I am wondering why we aren’t thinking that to be eligible you need to be at least second, maybe third? I think that would imply that they have a certain tenure, so to speak, here at the university. They understand the culture. They’ve moved out of the professional mindset and more into an academic one. [Inaudible]. I think it might amount to ease some of that transition if we thought specifically of what types of specialized faculty. But generally I am in support of this. Thank you.”

Jones: “Katheryn Jones, Biological Science. I like the idea of better representation for the college. I guess I have a question. Does anyone know of cases from other universities where

inclusion of specialized faculty to Faculty Senate membership has been part of the wedge for the erosion of tenure, or is this something that has happened or is it not something we have to deal with? Does anyone have that information?"

Birmingham: "UF is one of the schools that opened their Faculty Senate, and as far as I can tell I couldn't find any information about it affecting tenure. I don't have the date, but it's on there. 2014. I don't know if that is enough time for people but that is what happened."

Fiorito: "Any other comments?"

Hellweg: "My name is Joseph Hellweg from the Department of Religion. I was originally in favor of the amendment, but listening to Michael Buchler's and Nancy Rogers' comments today made me think that distinctions are important. I am still thinking on it. I haven't made a decision yet. There is a general movement to privatize education in the country. It's part of a general trend that I think is incontestable. I don't think of this necessarily as a wedge, but it seems to me that in the future if there is a movement to undermine tenure, this could potentially be one further piece of evidence brought to argue that, look, in the end specialized faculty and tenure-track faculty aren't very different and here's another indication. I don't think it's a one-stop-shop kind of move, but it could be used as a range of methods to make an argument that could potentially undermine tenure. Thank you."

"Petra Doan, faculty in Urban and Regional Planning. I am still undecided. I was moved at the town hall meeting that non-tenure track faculty, specialized faculty, they need a voice in this body. I am concerned with the way in which we are allocating. I'm concerned with the way that this procedure has been set up that some colleges are losing and some colleges are gaining. And where the wedge may be is not whether we should have a number of specialized faculty represented on the senate but to say that, for instance, after Valliere retires all the motion picture faculty are non-tenure track and in some of the other units, Panama City for instance, the entire unit is. That's the wedge. That new units will be created as specialized faculty. I think that's problematic, not that my colleague Joe Calhoun should not have some representation on this body. I want to make that change, and that is what I am working on."

Standley: "My name is Jayne Standley, and I'd like to speak with you as a former Faculty Senate president, long time member, and Board of Trustees [inaudible]. I'm very much against this proposal because I think it's the worst possible time to lessen the impact and protection of tenure on being able to speak with one voice. And by one voice I mean there are only 100 seats on the Senate. This is the point you were just making. In order to include additional people and let every unit have one person then you have to divide by "n" and you end up with some people without tenure who have no protection for their opinion being able to be stated in a definitive way. So then the 100 votes come with the assault on the science of global warming research or the assault on the science of evolution, with the assault on whatever the other issues are that they have to face. I think I would prefer to see everyone of those 100 votes have tenure and protection to be able to really say exactly what they think. Tenure-track faculty are not vulnerable because they do not have to go through contract renewal. They are not vulnerable by being not told what their teaching assignments will be. They have to go through a national search to be selected as opposed to appointed. Tenure-track faculty have strength to speak with a voice. There are only one hundred votes, and I think that diluting tenure is a problem."

Calhoun: “My name is Joe Calhoun, Department of Economics. I teach economic history, and I don’t know of any historical organization of a people group that has become stronger and more effective by being more exclusive, whether it’s a union, a business, or a country. Every episode of history suggests that being inclusive and being more diversified and allowing more people to join creates a stronger, more powerful organization. I just want you to imagine that. I personally would not like to do this, but just hypothetically, imagine that I was a specialized faculty in front of a legislative body and I was able to say, ‘My name is Joe Calhoun and I am a member of the Faculty Senate at Florida State University. I am not tenured but I am here today to promote the idea of tenure’ and then go on with the rest of my speech. Having specialized faculty involved in that process and being able to advocate for the importance of tenure would be a very powerful statement. Thanks.”

[Susan] Losh: “I decided to do a little statistics and look at the proportions of each of the colleges. If we look at this overall, the table here ranges from about 5% in criminology to about 100% at Panama City, and I am wondering if there is anything about proportionality. I find myself in the awkward position of agreeing with almost everyone who has spoken. I know some of the specialized faculty. They are incredibly bright people who do a lot of contributions to the university. I want to see them represented here. And if there is any way we can put proportionality in it, I think that’s what I would feel most comfortable with.”

Madsen: “I’m Cliff Madsen, long, longtime faculty senator, Faculty Senate president, and longtime member of the Steering Committee. This is a [inaudible]. The last time we made these kinds of changes we appointed a committee to deliberate for one full year. They deliberated for an entire year and came back to us at the Steering Committee with fourteen recommendations. Even then it took a long time for that to come to fruition. I just think this is going way too fast. And the outcome in situations where we have to vote in just the next meeting about whether we are going to do this or not. So at the appropriate time I am going to make a motion to either amend, delay or do something to keep this train from going too fast.”

[Gary] Tyson: “Cliff, that’s also the point I’d like to make. We have one minute discussions here. We have very significant changes to the constitution we are proposing. We have the tables. The tables say a little bit but not a lot. For instance, UF which does allow all faculty has a set of requirements on the faculty: they have to have a terminal degree; they have to have been hired as part of a national search. This is the listed criteria that we don’t see. It seems to me that there is need for committee work to be done so that we don’t end up making a decision fast that we later realize has consequences to us. There are a lot of consequences that I see. Potentially negative ones. That’s the issue. We’re rushing this through when we ought to, for something this big, have real discussion.”

Fiorito: “Any more comments?”

Tyson: “So I do have concerns with this in the unintended consequences. I think that there is a national push against tenure. You see it in really two forms. You see it in states that are just trying to get rid of tenure. That’s going on in Iowa, Missouri, and I can’t remember the third state this legislative session. The other approach is to have some sort of performance measure that you measure universities by. We certainly have that in Florida. The performance measures in Florida are STEM. If you are in a department of STEM, you are pretty safe right now because the university gets its funds based on the fact that you graduate students. If you are in a department that brings in a lot of money, you are safe because those metrics recognize

the value of the research university. If you are not covered by this, you are not measured positively in the metrics, which means that the metric left for you is efficiency-”

Fiorito: “Thank you, Gary. Any other comments?”

[Inaudible comment]

Hannahs: “Scott Hannahs from the Mag Lab. I want to address Nancy Rogers’ comment. Yes, we don’t have quite the job security as tenure does, but we are covered by the same academic freedom rules in our contract that the rest of you are. We are outspoken. We have as much job security as any assistant professor. There is influence of course in keeping our job, but there is also influence in full professors toward their next assistant deanship or whatever else. We all have that track or however you want to think about it over our head influencing us.”

Hellweg: “Joseph Hellweg from Religion. I want to respond to my colleague from history. I agree that moving toward inclusiveness is always a good thing. I think that maybe what that means in this context is a move to have more tenure-track lines at this university.”

Buchler: “One more thing. Michael Buchler. Just to respond to what Scott Hannahs said: I agree that specialized faculty probably have about the same [inaudible] fear of standing up here and voting loudly. If this thing passes, I would propose that we have entirely secret voting. We can use those infernal clicker things. Not to have public votes so that tenured faculty or supervisors couldn’t see that. But that still doesn’t get rid of the problem argument. I think that the best Faculty Senate is the Faculty Senate that won’t be bullied by the administration. Not as an opponent kind of thing but just as a balance of power issue. I worry about effectiveness and if the Faculty Senate just turns into a voice of the administration or a place where [inaudible].”

Hanna: “Randy Hanna again from Florida State University, Panama City. I very much appreciate the conversation and the back-and-forth. I understand both sides. Please understand that in 1982 Florida State University Panama City was created with only specialized faculty. That’s all we have ever had. It’s not a situation about a new unit being created. We have had that discussion about tenure. I’ve heard a couple of ideas that I like. I like the idea of maybe just bring Teaching Faculty III. I would also say to you that if you are going to have further committee work, think about including Florida State University Panama City in that committee discussion. We have between 35-40 faculty members who feel like they don’t have any representation whatsoever in the Faculty Senate, and for me it is very critical that they do have representation. Thank you.”

Fiorito: “Any more comments? Hearing no more comments, I would like to ask to move back into formal session and formal debate. Do I hear any objections to that?”

a. Florida State University Constitution – Technical Changes

Fiorito: “Ok, we are back into formal discussion of the amendments. We can talk about amendment one, the technical changes.”

[Dennis] Moore: “I have a question. What is the legal name of the university?”

Fiorito: “Florida State University. Not ‘the.’ It used to be ‘the.’ Well, it used to be not ‘the,’ and then it was ‘the,’ and now it is not ‘the.’ Is that what you wanted to know?”

Moore: “Yes, because it’s changed and I even noticed on this it says at the top ‘The Florida State University. [Inaudible].’”

Fiorito: “It’s not ‘the.’”

[Inaudible talking]

Walker: “Eric Walker, Department of English. I was also on the Steering Committee and am a former Faculty Senate president. The punctuation when you made all the changes looks like Betsy Devos did it. Someone needs to go through there and clean it up. Will that be done?”

Fiorito: “Thank you for bringing that up. And you have a job. No. What we have talked about doing and what we are trying to do are to just get the names that were really imposed upon us changed. We are not changing them arbitrarily. There is no Board of Regents. We felt that that would be a very easy pass through to get approval for these particular changes. There are a lot of things wrong with this document. If you take your time to really read it. With this, I agree with Cliff. We need to spend at least a year with a committee from Panama City and from the Faculty Senate. Many of our committees are made up of specialized and tenure-track faculty. Looking at this document and really revising it. No, we are not going to change the grammatical errors and the commas right now, Eric. We just want these names to be correct because it is an embarrassment.”

Walker: “You miss heard me. When you changed the names you created like a series of four noun-phrases that’s punctuated badly and doesn’t make any sense. So someone needs to go back through and clean it up in the places where you are making what you consider to be simply technical and editorial changes.”

Fiorito: “Yes, I did hear you. That is what we are going to do but not this time.”

Walker: “So what are we voting on?”

Fiorito: “What we are voting on is changing ‘Board of Regents’ to ‘Board of Trustees.’ We are only voting on changing the ‘Dean of Faculties’ to the ‘Vice President for Faculty Development and Advancement.’ We are only taking out ‘instructors’ because there are no instructors are FSU anymore. So that is all you are voting on for number one – what we are calling technical changes which are incorrect.”

Walker: “Any lawyer will tell you that a misplaced comma can have enormous legal consequences. First paragraph – you really don’t want me to do this, do you? – you’ve created a series of noun phrases of the four things that are invested in the Board of Education. The Board of Education is a); The State Board of Education is b); Board of Trustees is now c); State University System is now d). The normal way to punctuate a series of four noun phrases is a, b, c, and d. You have a sentence here that says: a, b, and c, d. There are other things like that in here, and I don’t want the lawyers to get a hold of it if we vote it in.”

Fiorito: “The thing is if we approve these technical changes, if 2/3 of the Faculty Senate vote for approval and the majority of general faculty approve, all the Board of Trustees is agreeing to is saying is. ‘Yes we agree with that change’ or ‘No.’ They are not going to read it for does it make sense. All the amendment is asking is to change those. So you should be on that committee Eric where we go sentence by sentence. Any other comments or questions on amendment one for technical changes? Again, we recognize that there are a lot of things that need to be changed in the constitution. We felt that since we could make it at least technically correct with our terms that, if you voted for it, we would change it.”

Sypher: “I think it should be grammatically correct as well. I think we should take Eric’s suggestion to heart. As tenured-professors we know that commas and periods and hyphens are important so let’s make it technically and grammatically correct now.”

Madsen: “Cliff Madsen. I was the Faculty Senate president last time that we did this in ’89, and it took us a whole year to do it, and then we had to nurse it along for two to three years to clean up some of the spelling along the way. This is not something [inaudible]. We don’t have to do this today. And it seems to me that amendment one is really a subset of amendment two. And as I said, at the appropriate time I am going to move a substitute motion that amendment one needs to be subsumed in whatever we do with amendment two. And amendment two needs to be referred to a committee to study for the next academic year and to bring back their findings at the end of that year, no later than the final meeting of the Faculty Senate, and I think at that time we’d have a lot more information and a lot of us would be a lot happier with that. My gut feeling is that this is just one more boot step to sack tenure. That’s my gut feeling right now to be honest. But I do think we need more study and a lot [inaudible]. And we don’t want to find ourselves in the situation where we have so many unintended consequences that we have to look back and say why did we do it so quickly.”

Senator: “Is that a motion?”

Fiorito: “No. We are still in discussion. What we need to do is ask for formal – what I would like to do is state the amendment. If you want to make changes to those amendments now. We can also do it in March. So I was discussing the proposed amendment on technical changes.”

Ryan: “I have a question and then possible suggestion. I’m Erin Ryan from the Law School. Speaking as the lawyer who loves commas, I have a question about whether we have been treating the technical changes differently than the substantive amendments. It seems like, President Fiorito, you would like us to move forward on technical stuff now but there may be some reasons to think more about substantive changes. I wanted to ask you before making a suggestion if there is any reason why it’s important to move forward on the technical amendments now as opposed to treating them all together at one-time next month?”

Fiorito: “The main purpose for me bringing this up is: one, that every time I read the constitution and saw ‘Board of Regents’ it gave me a shudder. We don’t have a Board of Regents and to have a constitution that is up online and to have these things which are absolutely incorrect, I asked our legal staff if we could just do technical changes. I

know there are a lot of things that need to be changed in the constitution including grammar, but this is going to take a long time. As Cliff suggested, it is going to take a year of study. And I thought, during that year, if we could at least have these corrected terms up there then we can take time to deliberate. Because it may take more than a year to deliberate on these particular changes.”

Ryan: “Thank you. That’s helpful. So here is my suggestion. If there is a reason to - as many of us have said – to take time on the substantive changes but there may be value in making technical changes now. I agree that the placement of commas can be significant in some legal interpretation while others probably not. Like the error we just identified. It is embarrassing but it probably does not change the meaning of things. We could in theory agree to allow the technical amendments to be accompanied by grammatical changes if they are the kinds of grammatical changes that don’t change the meaning of the sentence. And then perhaps have a meaningful vote without compromising the accuracy.”

Slice: “Dennis Slice, Scientific Computing. People are concerned about the unintended consequences of changing something here and there. What are the consequences or implication of having inaccurate information in the constitution?”

Fiorito: “Thank you. I think that is more obvious to most people when reading the constitution than the grammatical changes, but that is just my opinion. It’ll be your vote.”

Senator: “[Inaudible]. I agree that the substantive changes need longer consideration but is there a reason why we couldn’t give the technical changes one more month so we can get the grammar right? I would be embarrassed by inaccurate information but I would also be embarrassed by [inaudible]. We could take one month to get the grammar right as well but still as a separate consideration from the substantive ones.”

Fiorito: “We can absolutely do that. However, because we have to propose amendments and then they are voted on the following month, our last meeting is in April, and if it was approved then we could not have the general faculty vote after our last meeting. As the amendment is submitted or amended, you either approve it or disapprove it. You either vote for it or you don’t or it would go on to the next year and the next Senate.”

Walker: “Eric Walker, English. If I understood correctly my colleague Professor Madsen was ready to make a motion to refer this over to a committee but was overruled parliamentarily that that is that not going to happen today.”

Fiorito: “I’m sorry. I was looking at our parliamentarian.”

Walker: “I thought Professor Madsen was poised to make a motion to refer amendment two to a committee but that was ruled that that was not in order today for him to make such a motion today. But earlier you said that we could propose amendments.”

[Inaudible comment about high priority amendments. Inaudible talking]

Marilyn Young: “The difficulty is the structure in the constitution for amending the constitution. My sense of it – and you all can overrule me on this – is that the requirements of the provision in our constitution for amending that constitution state that we cannot vote on an amendment until 30 days after it has been first presented. Since this is a substitute motion which we would be substituting, yes, it would take precedence over any other business at the meeting in which we are actually voting on this amendment. But we are not voting on the amendment today. We can make amendments and changes to those amendments if you want, and then next month when it comes to a vote, Cliff can make a substitute motion and then that will take precedence and can be voted on at that time. But since it would be a substitute, it needs to be presented now and then voted on next time. And he’s effectively presented it by telling you what he’s going to do. That’s my sense of how it should proceed given the procedure as it is spelled out in the constitution.”

Walker: “So having heard that let me just say two things. First, I think I will support Professor Madsen’s motion in March to move this to a committee. Failing that now, I’d like to propose an amendment to amendment two.”

Fiorito: “Well we were talking about amendment one, but I guess it doesn’t matter. We can move on to amendment two.”

Young: “While I have the microphone I’d like to make one more comment in regards to the grammar and punctuation, Eric. I think it’s perfectly reasonable where the punctuation is impacted by the technical changes – assuming those are voted for – that you would clean up any grammatical and punctuation issues as part of the editorial process of putting that into the constitution. I think that’s entailed. I think we can just assume that will be part of that process of actually inserting those changes.”

Senator: “So is the floor open to an amendment to amendment two?”

Fiorito: “Are there any other comments on amendment one?”

b. Faculty Senate Membership

Walker: “I’d like to propose that we add the hyphenated phrase word ‘full-time’ at the beginning of amendment two.”

The amendment was seconded.

The motion to add “full-time” to amendment two was passed unanimously.

Walker: “I have another amendment. This one will be more controversial. Professor Madsen referred to the Senate Steering Task Force, which is when we went to this terminology of specialized faculty and tracks one, two, and three. It was non-tenure track faculty before that. And the original report of that task force chaired by [inaudible] professor of economics and former president of the Senate came back to the committee with a report that – to speak to my colleague in communications – recommended that specialized faculty be vested in governance at the top tier. That recommendation would essentially change this to Specialized Faculty III. I think there is a good case for thinking about that – maybe not just three but two and three. When

I heard you I was thinking that is a good idea. I am willing to risk an amendment to amendment two to add after ‘specialized faculty’ roman numeral two and three.”

Fiorito: “We actually had that in an earlier proposal.”

Senator: “I think it’s also a vulnerability issue. Their contracts are longer.”

The amendment to add roman numerals two and three after “specialized faculty” in amendment two was seconded.

Fiorito: “Any discussion?”

Birmingham: “Bridget Birmingham, University Libraries. I think to that point, with tenure-track faculty we are taking the whole body of tenure-track faculty and we aren’t expecting all those people will serve. So from the point of eligibility it makes more sense to have everyone or not everyone. The idea that we are voting to be inclusive or not. If you’re going to vote to be inclusive, you just need to do it. If you are going to vote to not be inclusive, then you need to own that as well. Whatever we decide is [inaudible].”

Fiorito: “Can I make a comment?”

Adams: “Ok, I’ll take over. I recognize Susan.”

Fiorito: “My comment is you do not have to vote on any specialized faculty members in your department. You can continue to vote on tenure-track faculty. We are not forcing you in your department or colleges to vote on any specialized faculty members, one, two, or three. This would just make them eligible. It would put their names on a list. Your department could forever-more only have tenure track faculty members representing your department or college on the Faculty Senate. We don’t want to force this on departments. Some departments would welcome this representation. Other departments don’t want it. So please don’t think that by proposing this amendment that all of a sudden we are going to have tons of Faculty Senate members on this committee. It is up to you. It is up to you in your colleges and the members of your department to vote on it. If you only want to vote on two and three, great. If you only want to vote on three, great. If you don’t want to vote on any, fine. It’s up to you. So that’s all this is doing. I’m done.”

Adams: “I turn it back over to you.”

Fiorito: “Is there any more discussion about changing the specialized faculty members to only being levels two and three?”

A hand vote was taken. The amendment to change amendment two to only specialized faculty II and III passed, 31 to 20.

Standley: “[Inaudible] our colleague’s motion for a substitute motion. However, we are doing leg work on the floor of the senate, and there is really no urgency that this needs to be done in the next month for either of the amendments. Is a motion to table which would in essence remove this from the floor and allow a Senate President to set

up a committee and bring it at a future time, be allowed? Because we are not voting on a motion. It would be a motion to table both of these amendments. And then that would allow what Dr. Madsen was trying to do for future. I would like to move to table both of them.”

The motion to table both amendments was seconded.

Fiorito: “Discussion?”

Tyson: “I’m in favor of that. I actually would feel much better leaving here knowing that we were going to take our time on this and not try to wordsmith it in very short snippets. [Inaudible]. It makes a lot more sense to take some time looking at it before we actually make these changes. I’m actually in favor [inaudible]. I think there are real issues here. But I think right now we are rushing for something without knowing what we want to do. And we are doing it in one-minute intervals.”

Birmingham: “I’m just trying to look for clarification. So we are tabling with the intention that we will do a constitutional amendment? Or is that a separate motion?”

Tyson: “It has to be a separate motion. [Inaudible.]”

Birmingham: “But procedurally, first we would table and then we would discuss if we are recommending a constitutional amendment?” [Inaudible talking] “Well, we are tabling this amendment and a constitutional committee is a different motion.”

[Inaudible talking]

Birmingham: “Right. But tabling is tabling. Once it’s tabled, the constitutional committee is its own thing that we are moving on anyway. So we would have to bring up something new not remove something from the table.”

Young: “The tabling motion just removes it from the agenda and allows us to set up a committee to study it. We don’t even need a motion to do that. It seems to be the intent of everyone would like to study. The president can appoint a committee. They don’t need a motion from the Senate to appoint a committee. Susan is the president. She can set up such a committee. But usually we are making a mistake if we are on the senate floor making committee work trying to pass amendment after amendment trying to clarify, then we get into if we add those numbers two and three or we don’t add them, how do the proportions change. [Inaudible]. I’m not even sure you need a second motion because the president can set up such a committee.”

Senator: “I wanted to make an observation. I am someone who actually abstaining from the vote so I don’t have a dog in the fight about this last motion. It seems awkward [inaudible]. My observation is that the reason that motion may have carried so strongly is because of the anxiety about the second amendment that was packed into the first amendment. And my impression is that that is what the body did. Anxiety about the substantive questions that we are trying to delay [inaudible] this last motion to change the language. I agree with your assessment that even though it is strange to undue a change we just made, I think it’s in the best interest of the body to do that. And I say that having not voted for it.”

Young: "We only voted on the amendment. We didn't vote on the motion at all."

Senator: "That's right. When I clarified the [inaudible] when we go back to the table I think we are going back to the table without a predisposition either way with this last vote. That's at least the point that I am trying to make."

Young: "The point I am trying to make is that if we study for a year we might get even further clarification and a different suggestion from the committee."

Senator: "I think we agree."

Fiorito: "Is there any other discussion? Are we ready to vote to table both of the amendments? We don't need to vote?"

[Inaudible discussion]

Fiorito: "We're tabling the vote. And we seconded it by Victor. We had discussion. Call to question. Can we vote?"

The motion to table the two amendments passed by majority vote.

Fiorito: "Thank you for your consideration. I thank you also for the time you put into this. We still have a few agenda items to cover, but if I can just say a personal comment. I am glad that we are discussing this. I think it's important, and what really is important to me is that we become more inclusive, and if we need to study it for a year before we become that way, so be it. So thank you, everybody."

X. University Welfare

There were no items of university welfare.

XI. Announcements by Deans and Other Administrative Officers

There were no announcements by deans or other administrative officers.

XII. Announcements by Provost McRorie

Provost McRorie was not in attendance.

XIII. Adjournment

The meeting adjourned at 5:07 p.m.



Andrea White
Faculty Senate Coordinator



A GREAT INVESTMENT

Top Performance Highlights

FLORIDA STATE UNIVERSITY leapt 5 places in the U.S. News and World Report Public University rankings – more than any other top 50 university in the United States. We are ranked at 38, and well on our way to the top 25.

FLORIDA STATE UNIVERSITY accepted the highest academically accomplished incoming Freshman class in university history with a 4.0 average high school GPA and 1240 average SAT score.

FLORIDA STATE UNIVERSITY is ranked the second most efficient university in America. We were recognized for being able to deliver a top-quality higher education experience while maximizing effectiveness.

FLORIDA STATE UNIVERSITY receives more National Science Foundation Funding than any other university in Florida.

FLORIDA STATE UNIVERSITY has 400 first-time-in-college students from at-risk backgrounds in our CARE program. Through our intensive academic services and support, CARE students graduate at a higher rate than our general student population.

Top Budget Priorities for the 2017 Session

- Preeminence Funding - **\$20 million**
- Faculty Retention and Lowering Student/Faculty Ratio - **\$31.5 million**
- Graduate and Post-Doctoral Students - **\$18.5 million**
- Performance Funding - **\$10.6 million**
- Strategic Academic and Research Buildings
 - Earth, Ocean, Atmospheric Science Building **\$29 million**
 - Interdisciplinary Research & Commercialization Building **\$10 million**
 - College of Business Legacy Hall **\$10 million**
 - STEM Teaching Lab **\$5 million**
 - Strategic Land Acquisition **\$5 million**

■ **PREEMINENCE FUNDING - \$20 MILLION**

Florida State University has used preeminence funding in the past to make considerable investments in the quality and stature of the university. In 2016, we had the greatest rise in national public university rankings, climbing 5 spots. FSU has a goal to become a Top 25 university and a leader in student career readiness. Preeminence funds will allow us to continue strategic investments, particularly in the STEM fields.

■ **FACULTY RETENTION & LOWERING STUDENT/FACULTY RATIO - \$31.5 MILLION**

Florida State University's current student faculty ratio is 25 to 1, which places us at 168th in the country according to U.S. News and World Report. Investments in new hires combined with faculty retention would lower our ratio to 21 to 1. FSU's ultimate goal is 17 to 1, which is the level that Top 50 universities provide. This investment would improve student success and promote growth in key academic areas.

■ **GRADUATE AND POST-DOCTORAL STUDENTS - \$18.5 MILLION**

Florida State University has a disproportionately lower number of graduate students and postdocs than our Public Research I peers. Graduate students and post-doctoral research associates (postdocs) are integral to the research activity of top universities. Our current graduate student-to-undergraduate student ratio places us at 59th out of the 81 amongst these peers. Our postdoc population is currently around 65% of the average Public Research I university. FSU is committed to dramatically growing its research activity, but this is not possible without significant expansion of the graduate student and postdoc populations.

■ **PERFORMANCE FUNDING - \$10.6 MILLION**

Florida State University has responded to performance-based funding by aligning key efforts and resources to strengthen student success. Performance funding has enabled FSU to make considerable investments in elevating our retention and graduation rates, raising our retention rate to 93% and four-year graduation rate to 62%. FSU is ranked in the top 25 in the country on this specific metric. Continued performance funding will extend FSU's trajectory and enable even more students to receive the support and engagement needed to graduate and succeed in the job market.

■ **STRATEGIC ACADEMIC AND RESEARCH BUILDINGS**

- **EOAS \$29 million** – This investment will complete the Earth, Ocean, Atmospheric Science Building.
- **IRCB \$10 million** – Total state cost for the Interdisciplinary Research & Commercialization Building, funded by a 50%-50% partnership of state and private funds.
- **College of Business Legacy Hall \$10 million** – Planning and Engineering for an \$83 million building funded by a 50%-50% partnership of state and private funds.
- **STEM Teaching Lab \$5 million** – The facility will allow FSU to address the critical shortage of quality teaching labs on campus and to provide inventory of instructional space with modern systems that can support the STEM disciplines.
- **Strategic Land Acquisition \$5 million** – The FSU Master Plan identified strategic land purchases that will enhance the opportunities for research and learning buildings on the main campus. FSU has one of the most densely populated campuses in the entire SUS.

Faculty Senate Distribution-Tenure/Tenure Track and Specialized Faculty 2017-2018

College-School	Current Tenure/ Tenure Track Faculty	Total Specialize Faculty- Colleges/Schools	Total w/ Sp. Fac. - Colleges/Schools	Weight				Current # Reps (T/TT)	# Reps w/ Sp. Faculty
Arts & Sciences	446	117	563	0.3840382	38.4038199		38.40	41	38
Business	70	25	95	0.06480218	6.4802183		6.48	6	6
Communication and Information	51	19	70	0.04774898	4.7748977		4.77	5	5
Criminology and Criminal Justice	18	1	19	0.01296044	1.2960437		1.30	1	1
Education	73	15	88	0.06002729	6.0027285		6.00	7	6
Engineering	60	10	70	0.04774898	4.7748977		4.77	5	5
Entrepreneurship	1	5	6	0.00409277	1.0000000		1.00	1	1
Fine Arts	70	12	82	0.05593452	5.5934516		5.59	6	6
Hospitality	8	5	13	0.00886767	1.0000000		1.00	1	1
Human Sciences	30	14	44	0.03001364	3.0013643		3.00	3	3
Law	21	10	31	0.02114598	2.1145975		2.11	2	2
Medicine	41	32	73	0.04979536	4.9795362		4.98	4	5
Motion Picture Arts	1	19	20	0.01364256	1.3642565		1.36	1	1
Music	71	4	75	0.05115962	5.1159618		5.12	6	5
Nursing	11	15	26	0.01773533	1.7735334		1.77	1	2
Panama City Campus	0	35	35	0.02387449	2.3874488		2.39	0	2
Social Sciences	94	31	125	0.08526603	8.5266030		8.53	9	9
Social Work	15	16	31	0.02114598	2.1145975		2.11	1	2
	1081	385	1466		100.704	0.0000000		100	100

Number of Representatives 100

Total Number of Eligible Faculty
including Sp. Faculty 1466

Add two seats:

Library

FSUS

Total FS seats 102

FS Representation-Tenure/Tenure Track Only 2017-2018

2017 Elections (2017-2018)	Last year	Eligible Fac	Weight		Current # of Reps		Last Year
Arts & Sciences	445	446	0.412580944	41.2580944	41.26	41	40
Business	81	70	0.064754857	6.4754857	6.48	6	7
Communication and Information	47	51	0.047178538	4.7178538	4.72	5	5
Criminology and Criminal Justice	17	18	0.016651249	1.6651249	1.67	1	1
Education	66	73	0.067530065	6.7530065	6.75	7	7
Engineering	60	60	0.055504163	5.5504163	5.55	5	5
Entrepreneurship	NA	1	0.000925069	1.0000000	1.00	1	NA
Fine Arts	71	70	0.064754857	6.4754857	6.48	6	7
Hospitality	NA	8	0.007400555	1.0000000	1.00	1	NA
Human Sciences	26	30	0.027752081	2.7752081	2.78	3	3
Law	27	21	0.019426457	1.9426457	1.94	2	2
Medicine	41	41	0.037927845	3.7927845	3.79	4	4
Motion Picture Arts	1	1	0.000925069	1.0000000	1.00	1	1
Music	70	71	0.065679926	6.5679926	6.57	6	7
Nursing	8	11	0.010175763	1.0175763	1.02	1	1
Social Sciences	90	94	0.086956522	8.6956522	8.70	9	9
Social Work	16	15	0.013876041	1.3876041	1.39	1	1
	1066	1081		102.075	0.0000000	100	100

Number of Representatives

100

Total Number of Eligible Faculty

1081

Add two seats:

Library

FSUS

Total FS seats

102

Faculty Senate Membership Comparison

Institution	Bylaws/Constitution Revision Date	Membership
Florida State University	1989	tenure track, librarians
University of Florida	2014	all faculty
University of Central Florida	2010	all faculty
University of South Florida	2015	professors and librarians
University of West Florida	password protected site	N/A
University of North Florida	1999	all full time faculty incl. visiting & phased retirement
Florida International University	2016	
Florida Atlantic University	2015	all full time faculty and librarians
Florida A & M University	2008	all full time faculty and librarians
Florida Polytechnic University	date not listed	voting: all faculty, non-voting: librarians, instructors, p/t faculty, visiting, faculty w/administrative appointments
New College of Florida	password protected site	N/A
UNC Chapel Hill	2016	all faculty
Aubun	2016	all faculty
University of Alabama	2016	all faculty holding regular appointments and librarians
University of Virginia	2014	all faculty, general and academic
Clemson	date not listed	tenure track w/delegates from non-tenured ranks
Georgia University System	2009	all faculty
UT Austin	2015	all faculty but two councils, specialized and tenure track

Institution	Bylaws/Constitution Revision Date	Membership
Indiana University Bloomington	2011	all faculty and librarians
Michigan State	2016	all faculty, must be at least one non-tenured faculty when a college has more than 3 representatives and includes provisions for non-college faculty
Ohio State	date not listed	unclear
University of Kansas	date not listed	University Senate: faculty, unclassified faculty, staff, & students; each group also has a Senate
University of Maryland	2016	all faculty, staff, and students
Oregon State University	2010	uninstructed representatives of their constituents
Pennsylvania State University	2015	all faculty and librarians
Purdue University	2012	tenured faculty
Rutgers University	date not listed	all faculty, staff, and students
University of Tennessee Knoxville	2016	all faculty, administrative members, and student body president
UCLA	1986	tenured faculty?
UC San Diego	1990	all faculty?
University of Houston	2014	faculty in academic colleges

THE CONSTITUTION OF ~~THE~~ FLORIDA STATE UNIVERSITY

(Revised and amended to December 6, 1989)

The legal authority of ~~The~~ Florida State University is vested in the Board of Education; State Board of Education; and in the ~~Board of Regents~~Board of Trustees; State University System ~~Board of Regents~~Board of Governors. Subject to that authority this constitution is adopted for the government of the University.

Article I Administrative Officers

Section A. The President

The President, appointed by the ~~Board of Regents~~ Board of Governors, shall be the Chief Administrative Officer; of the University and shall exercise general supervision over all its activities.

Section B. Other Administrative Officers

There shall be such other administrative officers as the President may designate. They shall have such duties as the President may assign to them. In the case of absence, incapacitating illness, or death of the President, the Provost and Executive Vice President for Academic Affairs; shall assume all the authority and responsibility of the President until formal provisions are made by the ~~Board of Regents~~ Board of Trustees. In the absence of both the President and the Provost and Executive Vice President for Academic Affairs, the ~~Dean of the Faculties~~Vice President for Faculty Development and Advancement; shall have all the authority and responsibility until formal provisions are made by the ~~Board of Regents~~Board of Governors.

Article II Councils and Committees

The President shall establish such councils and committees as deemed necessary and shall specify their duties and responsibilities.

Article III The General Faculty

Section A. Membership

The General Faculty shall consist of those persons holding the academic rank of ~~Instructor~~, Assistant Professor, Associate Professor, or Professor in one of the colleges, schools, or other academic units of the University, ~~and of those members of the Professional Staff to whom the President assigns an academic rank~~.

Section B. Jurisdiction

The General Faculty shall

1. receive reports and announcements from officers of the University and from the Faculty Senate, and

2. formulate its opinion upon any subject of interest to the University and make recommendations thereon to the appropriate body or officer for final consideration.

Section C. Meetings

The General Faculty shall meet

1. in regular session in the fall of each academic year to receive the annual report of the President, and
2. in special session called by the President either on his or her own initiative or on resolution of the Faculty Senate, or on written request of at least ten percent of the members of the General Faculty.

Article IV Faculty Senate

Section A. Faculty Senate: Membership

1. Elected faculty members

Each college or school shall be entitled to representation in the Faculty Senate according to the following formula:

$$\frac{\text{number of number of eligible faculty representatives}}{100} = \frac{\text{members in college or school}}{\text{total number of eligible faculty members in the university}}$$

Each college or school shall be entitled to at least one representative.

The library staff shall be entitled to one elected representative.

Only full-time ~~Instructors,~~ Assistant Professors, Associate Professors, and Professors shall be eligible for representation in and election to the Faculty Senate, ~~except that University Service Professors, University Service Associate Professors, and University Service Assistant Professors are also eligible for representation in and election to the Faculty Senate.~~ If an eligible faculty member has duties in more than one college or school, he or she shall be counted in that college or school in which the major portion of his or her salary is budgeted or time is assigned. ~~Developmental Research School~~ Florida State University Schools (FSUS) faculty shall be entitled to one elected representative; members of the ~~Developmental Research School~~ Florida State University Schools (FSUS) faculty shall not be counted as College of Education faculty in determining the number of that College's representatives or be eligible to vote in the College of Education elections of Faculty Senators.

- (1) Each unit shall elect its representatives for two-year terms, which shall begin with the regular April meeting of the Senate of the election year, according to a procedure which its eligible faculty members shall determine. Prior to February 1 of each year, the ~~Dean of the Faculties~~Vice President for Faculty Development and Advancement shall submit to the ~~Secretary of the Senate~~Faculty Senate Coordinator a list of the eligible faculty members in each college or school.
 - (2) Each unit may elect, according to a procedure which its eligible faculty members shall determine, an alternate representative or representatives to serve whenever illness, professional travel, or other obligations make it impossible for the designated Senator or Senators to be present. A faculty member thus representing a unit shall have the full privileges of Senate membership.
- The ~~Secretary to the Faculty~~Faculty Senate Coordinator shall on February 15 of each year determine the total number of representatives apportioned to each college or school and the number to be elected that year and shall notify the appropriate dean.
2. The Faculty Senate shall elect its presiding officer from its membership to serve for a one-year term. He or she shall be designated President of the Senate and shall serve as the chairperson of the Steering Committee. In case the person elected President of the Senate is already a member of the Steering Committee, the Senate shall elect a Senator to fill his or her unexpired term on that committee. The following shall be ex-officio members of the Senate; The President of the University, the Vice Presidents, ~~the Dean of the Faculties~~, the Dean of The Graduate Studies~~school~~, the Dean of Undergraduate Studies, the dean of each college or school, the University Registrar, the ~~Director-Dean~~ of University Libraries, and the President of the Student Body. Ex-officio members shall have the privilege of the floor but may not vote.

Section B. Jurisdiction

The Faculty Senate shall be the basic legislative body of the University.

1. It shall formulate measures for the maintenance of a comprehensive educational policy and for the maximum utilization of the intellectual resources of the University.
2. It shall determine and define University-wide policies on academic matters, including Liberal Studies policy, admission, grading standards, and the requirements within which the several degrees may be granted.
3. As the elected body of the General Faculty, the Senate may also formulate its opinion upon any subject of interest to the University and adopt

resolutions thereon. Resolutions treating those areas of authority legally reserved to the President of the University and the ~~Board of Regents~~Board of Trustees will be advisory.

4. The President of the University shall have the power to veto any action of the Senate. The veto shall be communicated in writing to the ~~Secretary of the Senate~~Faculty Senate Coordinator and Chairperson of the Steering Committee with reasons therefore within sixty days. By a two-thirds vote the Senate may appeal to the ~~Board of Regents~~Board of Trustees any action so vetoed.
5. Upon the resignation, retirement, or death of the President and upon a request by the ~~Board of Regents~~Board of Trustees, the Faculty Senate will designate individuals to be available for membership on any committee requested by the ~~Board of Regents~~Board of Trustees for the purpose of consultation in the selection of a nominee for President.

Section C. Standing and Special Committees

1. A Steering Committee shall consist of seven persons elected for staggered two-year terms from the voting membership of the Faculty Senate. In consultation with the President of the University, it shall determine the agenda for each meeting. It shall provide for the reporting to the Faculty Senate by administrative officers, by chairpersons of standing and special committees, and by individuals.
2. The Faculty Senate may establish standing and special committees necessary for its work.

Section D. Meetings

1. The Faculty Senate shall meet in regular session each month during the academic year and may meet in special session during the summer.
2. Special meetings may be held at any time in accordance with rules specified in the Bylaws.
3. All meetings of the Senate shall be open to members of the General Faculty.
4. The right to address the Faculty Senate shall be granted to any member of the General Faculty in accordance with rules specified in the Bylaws.

Section E. Procedure

The Faculty Senate shall develop its own rules of procedure. Minutes shall be kept by the ~~Secretary of the Senate~~Faculty Senate Coordinator and shall be distributed to all members of the General Faculty, and to all administrative officers, ~~and to all members of the Professional Staff.~~

Article V The Colleges and Schools

Subject to the University-wide regulations of the Faculty Senate and the authority of the President of the University, the faculty of each college or school shall determine its internal policies such as specific admission requirements, requirements for majors, requirements for graduation, and the nature, content, and scheduling of its courses.

The faculty of each college or school shall keep on file with the ~~Secretary of the Senate~~Faculty Senate Coordinator a current set of bylaws governing its internal operations, including procedures for the election of its representatives to the Faculty Senate and for the approval of its candidates for degrees.

Article VI The Faculty Members of Colleges or Schools

Section A. Appointment: General Faculty

1. Vice Presidents, ~~the Dean of the Faculties~~the deans of the colleges and schools, and other such administrative personnel shall be appointed by the President of the University. An advisory committee appointed by the President shall consult with the President in the process of selection of nominees for such positions.
2. Associate and assistant deans of colleges and schools shall be recommended by the appropriate dean to the Provost and Executive Vice President for Academic Affairs. The President of the University or a designee shall make these appointments.
3. Professors, Associate Professors, and Assistant Professors, ~~and Instructors~~ in the colleges and schools shall be nominated by the department chairperson, or equivalent, approved and recommended by the dean and the Provost and Executive Vice President for Academic Affairs, and appointed by the President of the University.
4. Each original appointment shall be confirmed by the President of the University, or his or her designee, in a contract letter.
5. Supplementary appointments to the Graduate Faculty may be given members of the General Faculty on nomination of the department chairperson, or equivalent, and approval of the appropriate dean and the Dean of The Graduate School ~~Studies~~ with the advice and consent of the Graduate Policy Committee.
6. Appointments to the faculty for limited periods of time, clearly stated in writing at the time of appointment, shall be designated as specified in the State University System Classification System. These appointments shall not count toward eligibility for tenure unless otherwise stipulated.

Section B. Tenure, Nonreappointment, Termination, and Suspension

1. The Tenure Process: The procedure to be followed when a faculty member becomes eligible for consideration for the status of permanent member shall be as follows:
 - a. Nomination for tenure shall originate with the appropriate department or unit which shall have an elected faculty committee, of whom a majority of the members shall be tenured faculty, which shall initiate the nomination by a favorable vote on the candidate; the department chairperson, or equivalent, shall inform the candidate in writing of the committee decision to recommend or not to recommend, together with his or her recommendation.
 - b. The department chairperson or unit officer shall transmit the committee recommendation together with his or her recommendation to the appropriate committee of the college or school and to the dean, and shall transmit the opinion of the tenured members of the department or unit which has been obtained in a secret ballot after a meeting of the tenured faculty for that purpose.
 - c. A college or school committee of elected tenured faculty shall consider the candidate for recommendation to a University committee of elected tenured faculty and vote to recommend or not to recommend the candidate; the candidate shall be informed in writing of the committee's decision by the chairperson of the committee.
 - d. A University committee on tenure, comprised of elected tenured faculty and with at least one representative from each college or school, shall receive the recommendation from the college or school committee and shall consider it for the recommendation to the Provost and Executive Vice President for Academic Affairs and the President of the University; the ~~Dean of the Faculties~~Vice President for Faculty Development and Advancement shall serve as ex-officio chairperson, without voting privileges, of the University committee and shall transmit to the Provost and Executive Vice President for Academic Affairs and the President the committee's decision to recommend or not to recommend the candidate and shall also inform the candidate in writing of the decision.
 - e. The Provost and Executive Vice President for Academic Affairs and the President of the University shall decide to recommend or not to recommend the candidate to the ~~Board of Regents~~Board of Trustees for tenure, and the President shall notify the faculty member immediately in writing of the final decision to recommend or not to recommend.

- f. In step "d" above, the dean of the appropriate college or school in each case shall present to the University committee his or her decision to recommend or not to recommend the candidate; in step "d," the dean of the appropriate college or school shall also report this decision to the Provost and Executive Vice President for Academic Affairs and the President of the University.
 - g. In steps "a," "b," and "c" above, the faculty candidate who is not recommended by a committee at any stage of the deliberations may appeal that negative decision to the next committee by so requesting in writing within a period of ten (10) working days after receiving notification of the decision; in "d," the candidate may appeal a negative decision to the Provost and Executive Vice President for Academic Affairs and the President by so requesting in writing within a period of ten (10) working days after receiving notification of the decision. Unless a faculty candidate makes an appeal of a negative decision by a committee, the candidate's folder will not be forwarded to the next committee; in stating an appeal, the candidate may address in writing the rationale for the committee's decision.
 - h. In steps "b" and "c" above, a college or school may use an additional committee between the department or equivalent committee and the college or school committee if the faculty of said college or school has voted for such usage in its bylaws.
- 2. Annual Reappointment of Tenured Faculty Members. Tenured members of the faculties of colleges, schools, and other academic units shall enjoy the assurance of annual recommendations for reappointment.
 - 3. Termination, Nonreappointment, and Suspension.
 - a. Termination and Nonreappointment of Tenured Faculty Members for Cause. Annual recommendation for reappointment of permanent members of the faculty shall be withheld only for serious cause (incompetence or misconduct) and on the basis of written and specific charges made by the dean of the college or school, the Provost and Executive Vice President for Academic Affairs, or by the President of the University. A copy of such charges shall be furnished to the faculty member concerned. In answer to such charges the faculty member shall have, at his or her request, a hearing before an appropriate faculty committee. At this hearing, the faculty member shall be allowed at his or her own expense the benefit of counsel of his or her choice.
 - b. Nonreappointment of Nontenured Faculty. Upon the advice of a department chairperson, a departmental/college/school advisory committee, the dean of the respective college or school, and the Provost

and Executive Vice President for Academic Affairs, the President of the University may give written notice of nonreappointment of a nontenured faculty member. Notice of nonreappointment, or of intention not to reappoint, shall be given in writing in accordance with the following standards: (a) for employees in their first two years of employment, one full semester prior to the date of termination; (b) for employees with two or more years of continuous service, one full year prior to date of termination.

- c. Immediate Suspension of Tenured or Nontenured Faculty. In flagrant offenses the President of the University may suspend a member of the faculty with pay from performance of his or her duties. Within two days, excluding weekends and official holidays, following such suspension, the President or his or her representative shall cause a written notice, including a statement of reasons, to be served upon the employee.
- d. If immediate dismissal is thereby sought, a copy of written and specific charges shall be furnished to the faculty member concerned. In answer to such charges, the faculty member shall have, at his or her request, a hearing before an appropriate faculty committee. At this hearing the faculty member shall be allowed at his or her own expense the benefit of counsel of his or her choice. After provision of notice and an opportunity for the accused faculty member to have a hearing before an appropriate faculty committee, the President may initiate immediate dismissal.
- e. If immediate dismissal is not sought, the faculty member shall have, at his or her request, a hearing on the suspension before an appropriate faculty committee.
- f. The hearing committee, after deliberation, shall report its findings to the President. If the hearing committee concludes that adequate cause for dismissal has not been established by the evidence in the record, the President may either accept or reject that finding. If the President rejects the report, he or she will state his or her reasons for doing so in writing to the hearing committee and to the faculty member and provide an opportunity for response before taking any further action. If the hearing committee concludes that adequate cause for a dismissal has been established but that an academic penalty less than dismissal would be more appropriate, it will so recommend, with supporting reasons. If dismissal or other severe sanction is recommended, the President may take such action as he or she deems fit.

4. Crediting of Time Toward Tenure.
 - a. Any member of the faculties of colleges and schools holding the rank of Professor shall be eligible for the status of tenured member at the end of the fifth year in a tenure-earning position, to be effective at the beginning of his or her sixth year as a faculty member. A Professor may be given tenure at the beginning of his or her second year as a faculty member provided he or she has had four years of service credited, at time of appointment, from another tenure-earning position elsewhere and has been recommended by the President of the University and approved by the ~~Board of Regents~~Board of Trustees.
 - b. Any member of the faculties of colleges and schools holding the rank of Associate Professor shall be eligible for the status of tenured member at the end of the fifth year in a tenure-earning position, to be effective at the beginning of the sixth year as a faculty member. An Associate Professor may be given tenure at the beginning of his or her third year as a faculty member provided he or she received credit, at time of appointment, for three years spent in a tenure-earning position elsewhere and has been recommended by the President of the University and approved by the ~~Board of Regents~~Board of Trustees.
 - c. A faculty member appointed to the rank of Assistant Professor may receive credit at the time of appointment for up to two, but no more than two, years spent in a tenure-earning position elsewhere.
5. A decision whether to nominate a faculty member for tenure shall normally be made during the fifth year of continuous service in a tenure-earning position, or, at the option of the employee and with the concurrence of the appropriate administrative officials, during the sixth such year in a tenure-earning position.
6. Definition of Continuous Employment. Employment during any two semesters ~~or trimesters or during three quarters~~ of any twelve-month period shall be considered a year of continuous employment. Continuous employment for the purpose of tenure eligibility consideration for part-time service shall normally mean employment during at least one semester of any twelve-month period. Part-time service of an employee employed at least one full semester in any twelve-month period shall be accumulated. However, not more than one year of tenure eligibility may be earned in a twelve-month period. (Time spent by a faculty member undergoing appointment or exchange within the State University System or on a special assignment for the benefit of the parent institution or for the University System shall be counted toward the fulfillment of eligibility for tenure. Time spent away from the institution for other purposes shall not be counted

toward the fulfillment of eligibility for tenure, except by mutual agreement of the employee and the University.)

7. Restrictions on Employment of Nontenured Faculty.

- a. No person employed after 1965 may remain in the service of the University as a nonpermanent member of the faculty of any college, school, or other academic unit in any rank or combination of ranks for a total of more than seven years, except that faculty whose service began before September 1972 may count four additional years in the Instructor or Acting Assistant Professor ranks as probationary. Persons holding an administrative or service role will normally hold a courtesy rank in an academic unit and shall not be subject to the rule during such service unless the academic unit grants a regular tenure-earning appointment. When the administrative or service function is ended, the person shall receive, upon request, a tenure-earning appointment in an academic unit.
- b. Not later than the end of the sixth year of service (or the tenth in the case of the above exceptions), the Departmental Chairperson, or equivalent, in consultation with the dean of his or her college or school, shall either nominate the faculty member for tenure or arrange to terminate his or her service at the end of the seventh year (or the eleventh, in the case of the above exceptions). In every case, the faculty member shall be notified in writing of this recommendation by the dean.
- c. Only time spent in the rank of Assistant Professor and above shall be construed as tenure-earning time.
- d. Assistant Professors ~~and Instructors~~ shall be considered ineligible for tenure or for reappointment beyond a seven-year maximum.

8. Early Tenure

- a. The ~~Board of Regents~~Board of Trustees may approve tenure at an earlier time if it is recommended with sufficient justification by the President of the University with the concurrence of the Chancellor.
- b. A member of the faculty must satisfy the five-year requirement to be eligible for consideration by a tenure committee at any level.

Section C. Academic Freedom

It is the policy of the University to maintain and encourage full freedom, within the law, of inquiry, discourse, teaching, research, and publication, and to protect any member of the academic staff against influences, from within or without the University, which would restrict him or her in the exercise of this freedom in his or her area of scholarly interest. The right to the protection of the University shall not, necessarily, include any right to the service of the

University's legal counsel in any proceedings in which the academic freedom of the faculty member may be an issue.

In his or her role as citizen, the faculty member has the same freedoms and responsibilities as other citizens, including political rights and privileges, without institutional censorship or discipline. As a scholar, he or she should be mindful that accuracy, forthrightness, and dignity befit his or her association with the University.

Furthermore, the faculty member must consider his or her academic duties as primary responsibility. In no case should he or she accept or seek appointment to civic or political office which would reduce significantly the time available for his or her primary responsibility without first securing written approval of the President of the University.

A faculty member who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled on his or her written request to a hearing before the Committee on Grievances.

Section D. Resignation

If a member of the faculty of the University desires to obtain release from his or her faculty position, he or she is expected to offer his or her resignation to the President of the University, or a designee, through appropriate administrative channels at least ninety days before the resignation takes effect.

Article VII The Professional Staff

Those persons holding academic appointments within ~~The~~ Florida State University, but not within a college or school, and those persons within a college or school holding academic appointments whose responsibilities do not include teaching, shall be considered members of the Professional Staff. Members of the Professional Staff having appropriate qualifications and responsibilities shall be assigned faculty rank by the President of the University on recommendation of their administrative officers for the purpose of membership in the General Faculty.

Members of the Professional Staff shall enjoy the assurance of annual recommendation for reappointment in accordance with the provisions of the Florida Statutes and the regulations of the ~~Board of Regents~~Board of Governors.

Article VIII Amendments

Amendments to this Constitution shall become effective when (1) approved by a two-thirds vote of the Faculty Senate, and (2) ratified by a majority vote of the members of the General Faculty who are eligible for election to the Faculty Senate and who vote on the proposal.

*The Constitution of
Florida State University*

An amendment to be considered by the Faculty Senate must be submitted at a regular meeting at least one month prior to a vote on the proposal. The faculty vote on ratification shall be taken during the regular academic year not earlier than thirty days after circulation of the Senate minutes in which the amendment approved by the Senate is recorded.

NOTE: The Constitution was first adopted by the Faculty as the Faculty of the Florida State College for Women on April 11, 1931, and ratified by the Faculty of ~~The~~ Florida State University on May 19, 1948, amended to December 6, 1989.

Proposed Amendments:

- 1. Technical changes to the FSU Constitution (updating titles and non-substantive technical changes)**
- 2. Proposed changes to the Faculty Senate Membership (see below)**

Current (*portion of*) Article IV Faculty Senate, Section A (Faculty Senate: Membership)

Only full-time Instructors, Assistant Professors, Associate Professors, and Professors shall be eligible for representation in and election to the Faculty Senate, except that University Service Professors, University Service Associate Professors, and University Service Assistant Professors are also eligible for representation in and election to the Faculty Senate. If an eligible faculty member has duties in more than one college or school, he or she shall be counted in that college or school in which the major portion of his or her salary is budgeted or time is assigned.

Proposed Revised Language to Article IV, Section A (FS Membership):

Tenured and tenure-track Assistant Professors, Associate Professors, Professors, and Specialized Faculty in Colleges and Schools shall be eligible for representation in and election to the Faculty Senate. If an eligible faculty member has duties in more than one college or school, he or she shall be counted in that college or school in which the major portion of his or her salary is budgeted or time is assigned.