



FLORIDA STATE UNIVERSITY
FACULTY SENATE

MINUTES
FACULTY SENATE MEETING
WEDNESDAY, JANUARY 17, 2018
DODD HALL AUDITORIUM
3:35 P.M.

I. Regular Session

The regular session of the 2017-18 Faculty Senate was held on Wednesday, January 17, 2018. Faculty Senate President Todd Adams presided.

The following members attended the Senate meeting:

T. Adams, P. Andrei, J. Ang, A. Askew, C. Baade, A. Barbu, A. Barrett, H. Bass, L. Beitsch, B. Birmingham, D. Bookwalter, M. Buchler, K. Buhrman, E. Chicken, J. Clark, A. Clarke, P. Conway, J. Delp, J. Drake, J. Fiorito, S. Fiorito, M. Gawlik, M. Gertz, J. Grzywacz, K. Harper, E. Hilinski, L. Hinnant, C. Hofacker, B. Horack, K. Huffenberger, E. Jakubowski, K. Jones, I. Junglas, A. Kercheval, A. Kim, E. Kim, B. Landing, S. Lewis, C. Madsen, C. Marzen, U. Meyer-Baese, R. Miles, R. Morris, I. Padavic, J. Palmer, E. Peters, K. Petersen, D. Poey, J. Rayburn, A. Rhine, V. Richard Auzenne, N. Rogers, E. Ryan, L. Schelbe, C. Schmertmann, T. Siegrist, D. Slice, L. Spainhour, J. Standley, U. Sypher, G. Tenenbaum, G. Tyson, Col. M. Van Wert, D. Von Glahn

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

S. Aggarwal, T. Albrecht-Smitt, B. Arjmandi, M. Burr, E. Coleman, R. Coleman, J. Garibaldi (**Amy Huber**), J. Gomariz, T. Graban, T. Hought, E. Hull, R. Jackson, D. Kaplan, T. Keller (**Jonathan Dennis**), W. Li, J. Linford, J. Lo, S. Losh, T. Mariano, P. Marty (**Michelle Kazmer**), P. Mason, V. Mesev, M. Messersmith, C. Moore, D. Moore, Z. Musslimani, J. Ohlin (**Lydia Hanks**), G. Rust, V. Salters, P. Sharpe (**Enrique Alvarez**), S. Shelton, N. Stein, O. Steinbock, L. Stepina, O. Vafek, A. Vanli, Y. Wang, T. Zhao

II. Approval of the Minutes, December 6, 2017 meeting

The minutes of the December 6, 2017 meeting were approved as distributed.

III. Approval of the agenda, January 17, 2018 meeting

The agenda was approved as distributed.

IV. Report of the Steering Committee, Dr. Kristine Harper

The Faculty Senate Steering Committee has met once since the December Faculty Senate Meeting. At that meeting, President Thrasher briefed us on the upcoming legislative session, matters related to the suspension of Greek life on campus, the hiring of the new Title IX director, and the upcoming Board of Trustees and Board of Governors meetings. As a reminder, the Board of Governors will meet in the Turnbull Center next Wednesday afternoon and Thursday morning.

This is an excellent opportunity to sit in on any parts of the meeting that match your interests. I would encourage all of you to drop by if you have a chance...it is a fascinating experience.

Following up on our late November visit with Professor Douglass Seaton (Chair of the Honors Program Policy Committee) and Dr. Mark Kearley (Director of the Honors Program), Dean of Undergraduate Studies Karen Laughlin spent a considerable amount of time discussing upcoming changes in the Honors Program, including a proposed new curriculum and the hiring of three specialized faculty to teach exclusively for it. We concurred in Dean Laughlin's assessment that all of us share the goal of having a strong, engaging Honors Program. However, Steering Committee members have some concern about specialized faculty not being part of a traditional academic department or program, and we discussed those concerns with Dean Laughlin. A full discussion of the Honors Program will be on the agenda for our Faculty Senate meeting in February.

V. **Report of the Standing Committee**

There were no reports made by standing committees.

VI. **Old Business**

a. **Constitution Revision Committee**

- i. Dr. Tyson lead the discussion regarding the submitted technical changes to the FSU Constitution sent to Faculty Senate members in November. He stated that the committee spent time on non-technical changes and hoped that the final revisions would be completed by spring 2019. The committee solicited input from the Faculty Senate.

A vote was called for changes to the constitution as specified. The changes were distributed at the November 15, 2017 meeting. The floor was opened to discussion before a call to vote.

Irene Padavic, Sociology and UFF co-chief negotiator- She referenced a Florida Statute from the collective bargaining agreement that has precedence over the FSU Constitution. She addressed section six of the FSU Constitution, regarding wording on tenure, nonreappointment, termination, and academic freedom that directly contradicts the wording of the Collective Bargaining Agreement.

- Dr. Tyson addressed keeping the information. A discussion among the Constitution Revision Committee and the Steering Committee had already taken place. Some members felt the wording should stay in the Constitution as the Collective Bargaining Agreement expires whereas the FSU Constitution does not expire. In past conversations with FSU General Counsel, it was determined that the Collective Bargaining Agreement would have precedence over the FSU Constitution. It was thought important to keep these protections in the FSU Constitution.
- Padavic agreed with these protections. Her concern was when the Collective Bargaining Agreement differs from the FSU Constitution. Her suggestions were to (1) incorporate the Collective Bargaining Agreement wording into the FSU Constitution, and (2) incorporate a preamble before section six that specifies the material for faculty not under the Collective Bargaining Agreement, such as the medical and law schools.

Erin Ryan, law school- She suggested replacing a preamble with a few sentences. Her recommendation was to add “except as preempted by the Collective Bargaining Agreement” or another agreement to the sections that require this specification.

Dr. Tyson addressed replacing the wording in the collective bargaining agreement and emphasized that the Collective Bargaining Agreement may change in the future and the process to change the Collective Bargaining Agreement is different from the FSU Constitution. The Collective Bargaining Agreement is changed more often than the FSU Constitution. Committee members of the Constitution Revision Committee agreed that the Collective Bargaining Agreement has authority over the FSU Constitution, where conflict exists. He stated the authority of the Collective Bargaining Agreement could be placed in the FSU Constitution; no further discussion of this was held.

Unknown – This Senator sought clarification for changes made to the distributed FSU Constitution. Dr. Tyson informed the Faculty Senate on the updates to names and gender pronouns; other than these changes the language remained the same. A committee member added that the changes cleaned up the wording, grammar, and punctuation. It was summarized that these were all technical changes.

Michael Buchler, Music – He expressed concerns regarding the FSU Constitution and questioned why technical changes were being made to specific sections that seemed unconstitutional, in his opinion. To him, these changes suggested a degree of agreement of what was stated.

Joe Calhoun, Vice-chair of the Constitution Revision Committee – He stated how the committee went about making changes to the FSU Constitution. The first step was cleaning up the wording, terms, and technical changes. The second step will be to look at items that are outdated and remove them. The third step will be to look at what the faculty would like to add or change. He reminded the Senate that these changes were the first step.

Alex Kercheval, Arts and Sciences – He questioned the rank of instructor not changing. Dr. Tyson responded that instructor rank neared the topic of the definition of general faculty. It was decided that the issue would be addressed at a later revision. It was announced that no new faculty member could be appointed with the rank of general faculty instructor. When the committee reaches the discussion of the definition of general faculty in the next round of revisions it will be addressed.

A motion to modify the existing constitution of the Florida State University to the document presented during the November 6, 2017 Faculty Senate Meeting was made.

Several Faculty Senators discussed the vote on this revision as the first revision to be made to the FSU Constitution with the full intent by the Faculty Senate to continue with further changes. Dr. Tyson mentioned the Constitution can always be amended.

President Adams – The committee believed this to be one step in a multi-step process to amend the constitution. This first step was to address changes in titles,

update gender pronouns. The later stages will be to address structural and organizational changes.

Sandy Lewis, Education – She suggested documenting these changes as “Revisions to the 1989 document that reflect changes in gender pronouns and updated names of processors. This document reflects only these things” in place of “Revised and amended to 2018”.

Gary Tyson – Dr. Tyson commented on the procedure of the vote. The changes get voted on by the Faculty Senate and then will be voted on by the general faculty. There will be a discussion regarding when to submit the changes to the faculty and Board of Trustees at a later time.

A motion was proposed to make an addition to the first paragraph of the FSU Constitution. The motion was seconded. The addition was approved, as follows:

“Except as preempted by higher authority, such as collective bargaining agreements or statutes, the following provisions govern the University.”

A motion to approve the FSU Constitution as presented and amended was made. The floor opened to further discussion before voting.

Multiple Senators discussed that this revision of the FSU Constitution would be the first of multiple revisions.

Gary Tyson – He discussed possibilities of future revisions. The first possibility will be to make substantial changes that do not include the redefinition of faculty members to serve on the senate, such as changes to the definition of tenure.

President Adams – **After an inaudible comment by a Senator, the vote took place. The passing vote required 2/3 majority of the Senate present at the meeting.**

The technical changes to the FSU Constitution were approved by all attending senators with one abstention by an alternate. The approved addition is as follows, “Except as preempted by higher authority, such as collective bargaining agreements or statutes, the following provisions govern the University.”

- ii. Gary Tyson and Joe Calhoun began discussion of further revisions to the FSU Constitution.

Gary Tyson – Dr. Tyson stated that there has been much discussion on the definition of general faculty. He and Dr. Calhoun discussed exploring a different route to revisions. This route would include more incremental change over the existing constitution.

- The existing Senate includes 100 positions for tenure track faculty and two positions for professionalized faculty (one in University Libraries and one in

Florida State University High School). It was proposed to keep the differentiation. The senate would consist of the 100 tenure track faculty and the professionalized faculty positions would expand in proportion to specialized faculty across the university.

- It was then proposed to keep the Senate as is and add a fixed number of positions for specialized faculty. An exploration for the number of senators to add to the senate was then discussed.
- The college bylaws determine how positions are given to departments. A discussion of having senators from colleges that also have tenure track faculty, such as the College of Arts and Sciences took place. The Faculty Senate has control over allocation of senators to the colleges, not to the departments within the colleges. A discussion of colleges changing their bylaws if the Faculty Senate creates tenure track and specialized faculty positions took place.
- A proposal of the colleges being designated a Senator by the FSU Constitution and a Senator as the departmental representative was mentioned.

Unknown, Motion Picture Arts – A question of representation for specialized faculty was posed. Dr. Tyson’s response was that specialized faculty, regardless of being in a college that has tenure track faculty, would be separate from tenure track faculty. A system would be created across the university for specialized faculty to be represented.

Joe Calhoun – The issue the committee is faced with is Senate representation for departments that do not have representation. The current allocation for senators would remain the same while adding representation for roughly forty percent of the faculty who feel they do not have representation. The goal of the committee was to bring in representation for these faculty while minimizing disruption to the order of the Faculty Senate.

Ulla Sypher, Communication – She sought clarification for the option of keeping the current Senate representation of 100 tenure track and two professional faculty members. This option would leave specialized faculty representation to college and department bylaws. She and Dr. Tyson discussed the options for specialized faculty. She stated that her school would like to vote for specialized faculty regardless of proportional representation.

Joe Calhoun – Clarification was given regarding how specialized faculty would be allowed to vote. Specialized faculty would vote separately from the tenure track faculty positions on the Senate. Dr. Sypher clarified that her school would like to have everyone on a single vote, treating all faculty members equally.

Susan Fiorito, Entrepreneurship – She expressed concerns that creating separate voting for tenure and specialized faculty would further differentiate the faculty and create two faculty senates. She proposed letting the departments determine which faculty members would represent them.

Gary Tyson– He stated concerns from the committee regarding a limit to the specialized faculty representatives. Without a limit the majority of the Faculty Senate could become specialized faculty. Issues could arise from (1) specialized faculty being under the administration and (2) people believing FSU is devaluing the tenure track faculty.

Katherine Jones, Biological Science – She sought clarification for the proportion of specialized faculty represented. Dr. Tyson clarified the distribution of specialized faculty would be similar to that of tenure track faculty. Further information and discussion would be needed to decide the proportion of specialized faculty represented as it would also affect how tenure track faculty are appointed.

Joe Calhoun – He discussed the distribution of specialized faculty. He also discussed the trade-offs of separate voting for tenure track and specialized faculty.

Unknown, Information – She expressed concerns about limiting the number of spots for specialized faculty and had logistical concerns of the Senators knowing who they would be representing.

Joe Calhoun – He summarized the importance of having the discussion to hear feedback on how the Faculty Senate wants to pursue revisions and adding specialized faculty members to the Faculty Senate. Dr. Tyson reiterated this comment after an inaudible question.

Sandy Lewis, Education – She proposed adding the number of senators that is proportional to the number of specialized faculty on campus. Dr. Tyson expressed the committee’s view of agreeing with her suggestion and that some members feel that the Senate is not seeking proportional representation but rather to hear a voice from specialized faculty. The Faculty Senate would be composed of primarily tenure track faculty with a voice from specialized faculty. Dr. Lewis then expressed concern about the specialized faculty knowing who they would be representing if it were limited to a small number representing the entire university.

Joe Calhoun – He stated the vote would be similar to as it is now. A specialized faculty senator would be limited to voting for the college, not the entire university. There would be exceptions, such as faculty who do not report directly to a college. A senator would be allocated to represent these outliers.

Gary Tyson – An informal straw poll to receive input from Senators was discussed. The poll would regard (1) proportional representation by specialized faculty versus some representation, and (2) separate voting for tenure and specialized faculty versus a single voting ballot. During this discussion of taking a poll, an unknown audience member stated that regardless of either process, she will not have Senate

representation until specialized faculty are added to the Senate. The straw poll was not taken.

Unknown – He expressed concerns with administration hiring specialized faculty over tenured faculty due to a lack of contracts and grants, such as the Mag Lab. He expressed desire for reform by the administration. He also did not want to disadvantage those areas and programs who do not have tenured faculty because of administration.

President Todd Adams declared informal session for further discussion.

Joe Grzywacz, Family & Child Sciences – His college would prefer proportional representation for specialized faculty and to let the colleges determine who they want to represent them.

Katherine Jones, Biological Science – She inquired about research into specialized faculty as part of the Faculty Senate potentially diminishing tenured faculty status as seen by the Board of Trustees or Board of Governors. An unknown senator discussed that several other universities have incorporated specialized faculty and staff into their faculty senates in recent years.

Susan Fiorito, Entrepreneurship – She stated that FSU is the only university in the State of Florida that does not include specialized faculty in their Faculty Senate. Princeton and Yale have specialized faculty in their faculty senates. Across the country, adding specialized faculty to the faculty senate is a growing movement.

An unknown Senator in Electrical and Computer Engineering commented on the differences among universities in relation to how they govern and define faculty. An inaudible comment followed these remarks.

Erin Ryan, Law – She suggested a straw poll that offers values that the Faculty Senate is most concerned with rather than options that will lead to unknown outcomes. Joe Calhoun agreed with this suggestion to poll the values of the Faculty Senate.

A discussion took place about proportionality and expanding the Faculty Senate among the Faculty Senate members.

Dennis Slice, Scientific Computing – He discussed the existing process for allocating senators. He suggested keeping the decision of allocation and proportion of specialized faculty to the colleges they would represent. Dr. Tyson brought up the three main points regarding faculty senators of (1) proportionality, (2) eligibility to vote for senators, and (3) eligibility to serve on the Faculty Senate. The issue with this proposed plan was the colleges and departments that are currently not represented, such as Panama City Campus.

It was discussed to bring the conversations back to whether or not proportionality for specialized faculty representation was the direction the Faculty Senate would like pursued.

The areas across campus not currently represented by the Faculty Senate include Motion Picture Arts, Panama City Campus, the Magnetic Field Laboratory and a few others that were unable to be heard.

Katherine Jones, Biological Science – She expressed concerns of not adequately representing specialized faculty with the proposed plan of the current 102 Faculty Senators in addition to a fixed number of new Senators.

Kerry Burner, observer – She sought clarification regarding which specialized faculty would have a voice in the Faculty Senate. Dr. Tyson responded that all specialized faculty, academic and non-academic, would have a voice.

Jane Standley, Music – She recommended revising the FSU Constitution to reflect the values of the university. She suggested protecting the value of tenured faculty by allocating new Senate members by proportionality. She commended the Constitution Review Committee for considering arguments on all sides and is waiting for a revised constitution to review. Dr. Tyson thanked her for her remarks. The committee discussed having a straw poll and heard from the audience members that they would prefer to have a draft from the committee to review.

President Todd Adams led the Faculty Senate out of informal session.

VII. New Business

- a. There was no new business presented.

VIII. University Welfare

- a. Road Scholars
 - i. The spring schedule for the Road Scholars was presented by President Adams on behalf of Dennis Moore.

IX. Announcements by Deans and other Administrative Officers

There were no reports made by Deans and other Administrative Officers.

X. Announcements Provost McRorie

There were no announcements made by Provost McRorie.

XI. Adjournment

The meeting adjourned at 4:58 p.m.

A handwritten signature in blue ink that reads "Andrea White". The signature is written in a cursive, flowing style.

Andrea White
Faculty Senate Coordinator

THE CONSTITUTION OF FLORIDA STATE UNIVERSITY

(Revised and amended to 2018)

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

Article I Administrative Officers

Section A. President of the University

The President is 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 Trustees. In the absence of both the President and the Provost and Executive Vice President for Academic Affairs, the Vice President for Faculty Development and Advancement shall have all the authority and responsibility until formal provisions are made by the 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 regarding 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 either by the President, or on resolution of the Faculty Senate, or on written request from at least ten percent of the members of the General Faculty.

Article IV Faculty Senate

Section A. Membership

1. Elected faculty members

Only full-time Instructors, Assistant Professors, Associate Professors, and Professors shall be eligible for representation in and election to the Faculty Senate. Eligible faculty members who have duties in more than one college or school shall be counted in that college or school in which the major portion of their salary is budgeted or time is assigned.

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

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

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

The library staff shall be entitled to one elected representative.

Florida State University Schools (FSUS) faculty shall be entitled to one elected representative; members of the Florida State University Schools (FSUS) faculty shall not be counted as College of Education faculty in determining the number of that College's representatives nor shall they be eligible to vote in the College of Education elections of Faculty Senators.

- a. Prior to February 1 of each year, the Vice President for Faculty Development and Advancement shall submit to the Faculty Senate Coordinator a list of the eligible faculty members in each college or school. The 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.
- b. Each unit shall elect its representatives for two-year terms, in accordance with a procedure that its eligible faculty members shall determine. Terms shall begin with the regular April meeting of the Senate of the election year.
 - c. Each unit may elect, according to a procedure that 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.
2. The Faculty Senate shall elect its presiding officer from its membership to serve for a one-year term. The presiding officer shall be designated President of the Senate and shall serve as the chair 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 the unexpired term on that committee.
 3. The following shall be ex-officio members of the Senate: the President of the University, the Vice Presidents, the Dean of The Graduate School, the Dean of Undergraduate Studies, the dean of each college or school, the University Registrar, the Dean of University Libraries, and the President of the Student Body. Ex-officio members shall have the privilege of the floor but shall not be eligible to vote.

Section B. Jurisdiction

The Faculty Senate shall be the basic legislative body of the University and shall establish its own Bylaws and procedures.

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 regarding 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 Trustees will be advisory.

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

Section C. Standing and Special Committees

1. There shall be a Steering Committee consisting of seven persons from the voting membership of the Faculty Senate who shall be elected for staggered two-year terms. In consultation with the President of the University, the Steering Committee shall determine the agenda for each Faculty Senate meeting. It shall provide for reports to the Faculty Senate by administrative officers, by chairs 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 Faculty 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 Faculty Senate Coordinator and shall be distributed to all members of the General Faculty and to all administrative officers.

Article V Colleges and Schools

Subject to the University-wide regulations established by 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 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 Faculty Members of Colleges or Schools

Section A. Appointment: General Faculty

1. Vice Presidents, 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 in the colleges and schools shall be nominated by the department chair, 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 a designee, in a contract letter.
5. Supplementary appointments to the Graduate Faculty may be awarded to members of the General Faculty on nomination of the department chair, or equivalent, and approval of the appropriate dean and the Dean of The Graduate School, 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. Tenure Process. The procedure to be followed when a faculty member becomes eligible to be considered for tenure shall be as follows:
 - a. The nomination for tenure shall be initiated by an elected faculty committee of the appropriate department or academic unit; the

majority of the members of this committee shall be tenured faculty. The department chair, or equivalent, shall inform the candidate in writing of the committee decision to recommend or not to recommend, together with the chair's recommendation.

- b. The department chair, or equivalent, shall transmit the committee recommendation together with the chair's recommendation to the appropriate committee of the college or school and to the dean. In addition, the department chair, or equivalent, shall convene a meeting of all tenured faculty in the department and conduct a secret ballot regarding the nomination for tenure; the department chair, or equivalent, shall transmit the opinion of the tenured members of the department or unit to the appropriate committee of the college or school and to the dean.
- 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 shall vote to recommend or not to recommend the candidate; the candidate shall be informed in writing of the committee's decision by the chair of the committee.
- d. A University committee on tenure, consisting of elected tenured faculty 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 recommendation to the Provost and Executive Vice President for Academic Affairs and to the President of the University. The Vice President for Faculty Development and Advancement shall serve, without voting privileges, as ex-officio chair of the University committee and shall transmit to the Provost and Executive Vice President for Academic Affairs and to the President the committee's decision to recommend or not to recommend the candidate for tenure; the Vice President for Faculty Development and Advancement shall also inform the candidate in writing of the committee's recommendation.
- 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 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 the dean's 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 formulating an appeal, the candidate may address in writing the stated 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. 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 the sixth year as a faculty member. A Professor may be given tenure at the beginning of the second year as a faculty member provided the Professor received credit, at time of appointment, for four years spent in a tenure-earning position elsewhere and has been recommended by the President of the University and approved by the 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 the third year as a faculty member provided the Associate Professor 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 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.
4. 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.
5. Definition of Continuous Employment. Employment for any two semesters of any twelve-month period shall be considered a year of 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 faculty member and the University.)
6. Restrictions on Employment of Non-tenured Faculty.
 - a. No person employed in a tenure-earning position 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 unless tenure has been granted, 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 department chair, or equivalent, in consultation with the dean of the college or school, shall either nominate the faculty member for tenure or arrange to terminate

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 shall be considered ineligible for tenure or for reappointment beyond a seven-year maximum.
7. Early Tenure.
- a. The Board of Trustees may approve tenure at an earlier time if it is recommended with sufficient justification by the President of the University.
 - b. A member of the faculty must satisfy the five-year requirement to be eligible for consideration by a tenure committee at any level.
8. 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, upon request, a hearing before an appropriate faculty committee. At this hearing, the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's choice.
 - b. Nonreappointment of Non-tenured Faculty. Upon the advice of a department chair, 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 non-tenured faculty member. Notice of nonreappointment, or of intention not to reappoint, shall be given in writing in accordance with the following standards: (a) for faculty members in their first two years of employment, one full semester prior to the date of termination; (b) for faculty members with two or more years of continuous service, one full year prior to date of termination.
 - c. Immediate Suspension of Tenured or Non-tenured Faculty. In the case of flagrant offenses, the President of the University may suspend a

member of the faculty with pay from performance of duties. Within two days, excluding weekends and official holidays, following such suspension, the President or a designee 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 specific charges shall be furnished to the faculty member concerned. In answer to such charges, the faculty member shall have, upon request, a hearing before an appropriate faculty committee. At this hearing the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's 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, upon 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, the reasons for doing so shall be provided in writing to the hearing committee and to the faculty member. The faculty member shall be provided an opportunity to respond before further action is taken. 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 appropriate.

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 members of the faculty against influences, from within or without the University, that would restrict the exercise of this freedom in their areas 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.

The faculty member has the same freedoms and responsibilities as other citizens, including political rights and privileges, without institutional

ensorship or discipline. However, as a scholar, a faculty member should be mindful that accuracy, forthrightness, and dignity befit association with the University.

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

Faculty members who believe they do not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled on written request to a hearing before the Committee on Grievances.

Section D. Resignation

When a member of the faculty of the University desires to obtain release from their faculty position, that faculty member is expected to offer their 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 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 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.

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.

*The Constitution of
Florida State University*

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 Florida State University on May 19, 1948, amended to December 6, 1989. Amended xxxx, 2018

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; State University System Board of Regents. 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, 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 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. In the absence of both the President and the Vice President for Academic Affairs, the Dean of the Faculties; shall have all the authority and responsibility until formal provisions are made by the Board of Regents.

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:

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

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 faculty shall be entitled to one elected representative; members of the Developmental Research School 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 shall submit to the Secretary of the Senate 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 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 Graduate Studies, the Dean of Undergraduate Studies, the dean of each college or school, the University Registrar, the Director of 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 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 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 any action so vetoed.

5. Upon the resignation, retirement, or death of the President and upon a request by the Board of Regents, the Faculty Senate will designate individuals to be available for membership on any committee requested by the Board of Regents 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 and shall be distributed to all members of the General Faculty, 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 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 Vice President for Academic Affairs. The President of the University or a designee shall make these appointments.
3. Professors, Associate Professors, 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 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 Graduate 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 Vice President for Academic Affairs and the President of the University; the Dean of the Faculties shall serve as ex-officio chairperson, without voting privileges, of the University committee and shall transmit to the Vice President 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 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 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 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 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 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 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.

- 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.
 - 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 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.

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.

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.

*The Constitution of
Florida State University*

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.

**THE CONSTITUTION OF
THE FLORIDA STATE UNIVERSITY**

(Revised and amended to ~~December 6, 1989~~xxxx, 2018)

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; Trustees; and the~~ State University System Board of ~~Regents~~Governors. Subject to that authority this constitution is adopted for ~~the government~~governance of the University.

Article I Administrative Officers

Section A. — The President

Section A. ~~The President, appointed by of the Board of Regents, shall be the Chief Administrative Officer;~~**University**

~~The president is 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~~president may designate. They shall have such duties as the ~~President~~president may assign to them. In the case of absence, incapacitating illness, or death of the ~~President~~president, the ~~Vice President~~provost and executive vice president for ~~Academic Affairs;~~academic affairs shall assume all the authority and responsibility of the ~~President~~president until formal provisions are made by the Board of ~~Regents~~Trustees. In the absence of both the ~~President~~president and the ~~Vice President~~provost and executive vice president for ~~Academic Affairs~~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~~Governors.

Article II Councils and Committees

The ~~President~~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~~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~~president assigns an academic rank.

Section B. Jurisdiction

The General Faculty shall

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The Constitution of
Florida State University

1. receive reports and announcements from officers of the University and from the Faculty Senate, and
2. formulate its opinion ~~upon~~ regarding 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~~ president, and
2. in special session called ~~either~~ by the ~~President either on his or her own initiative~~ president, or on resolution of the Faculty Senate, or on written request ~~offrom~~ at least ten percent of the members of the General Faculty.

Article IV Faculty Senate

Section A. ~~Faculty Senate: Membership~~

1. Elected faculty members

~~Only full-time instructors, assistant professors, associate professors, and professors shall be eligible for representation in and election to the Faculty Senate. Eligible faculty members who have duties in more than one college or school shall be counted in that college or school in which the major portion of their salary is budgeted or time is assigned.~~

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

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

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

The library staff shall be entitled to one elected representative.

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~~of his or her salary is budgeted or time is assigned. Developmental Research School~~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~~college's representatives ~~or nor shall they~~ be eligible to vote in the College of Education elections of ~~Faculty Senators~~faculty senators.

a. ~~Prior to February 1 of each year, the vice president for faculty development and advancement shall submit to the Faculty Senate coordinator a list of the eligible faculty members in each college or school. The 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.~~

~~(1)~~b. Each unit shall elect its representatives for two-year terms, ~~which~~ in accordance with a procedure that its eligible faculty members shall determine. Terms 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 shall submit to the Secretary of the Senate a list of the eligible faculty members in each college or school.~~

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~~(2)~~c. Each unit may elect, according to a procedure ~~which~~that 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~~senator or ~~Senators~~senators to be present. A faculty member thus representing a unit shall have the full privileges of Senate membership.

~~The Secretary to the Faculty 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~~The presiding officer shall be designated ~~President~~president of the Senate and shall serve as the ~~chairperson~~chair of the Steering Committee. In case the person elected ~~President~~president of the Senate is already a member of the Steering Committee, the Senate shall elect a ~~Senator~~senator to fill ~~his or her~~the unexpired term on that committee.

2.3. The following shall be ex-officio members of the Senate: ~~The President~~the president of the University, the ~~Vice Presidents~~vice presidents, the ~~Dean~~dean of ~~the Faculties~~the Dean of ~~The Graduate Studies School~~the

~~Dean~~ dean of Undergraduate Studies, the dean of each college or school, the University Registrar registrar, the Director dean of University Libraries, and the President president of the Student Body. Ex-officio members shall have the privilege of the floor but ~~may~~ shall not be eligible to vote.

Section B. Jurisdiction

The Faculty Senate shall be the basic legislative body of the University and shall establish its own Bylaws and procedures.

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~~ regarding any subject of interest to the University, and adopt resolutions thereon. Resolutions treating those areas of authority legally reserved to the President president of the University and the Board of Regents Trustees will be advisory.
4. The President president of the University shall have the power to veto any action of the Senate. The veto, with reasons therefore, shall be communicated in writing to the Secretary of the Faculty Senate coordinator and Chairperson chair of the Steering Committee with reasons therefore within sixty days. By a two-thirds vote, the Senate may appeal to the Board of Regents Trustees any action so vetoed.
5. Upon the resignation, retirement, or death of the President University president and upon a request by the Board of Regents Trustees, the Faculty Senate will shall designate individuals to be available for membership on any committee requested by the Board of Regents Trustees for the purpose of consultation in the selection of a nominee for President president.

Section C. Standing and Special Committees

1. ~~A~~ There shall be a Steering Committee ~~shall consist~~ consisting of seven persons ~~elected for staggered two-year terms~~ from the voting membership of the Faculty Senate ~~who shall be elected for staggered two-year terms~~. In consultation with the President president of the University, ~~the Steering Committee~~ shall determine the agenda for each Faculty Senate meeting. It shall provide for ~~the reporting reports~~ to the Faculty Senate by administrative officers, by ~~chairpersons chairs~~ 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 Faculty 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 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 ~~established by~~ the Faculty Senate and the authority of the President~~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 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~~Vice presidents, the deans of the colleges and schools, and other such administrative personnel shall be appointed by the President~~president~~ of the University. An advisory committee appointed by the President~~president~~ shall consult with the President~~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 ~~Vice President~~provost and executive vice president for ~~Academic Affairs~~academic affairs. The ~~President~~president of the University or a designee shall make these appointments.
3. Professors, ~~Associate Professors, Assistant Professors~~associate professors, and ~~Instructors~~assistant professors in the colleges and schools shall be nominated by the department ~~chairperson~~chair, or equivalent, approved and recommended by the dean and the ~~Vice President~~provost and executive vice president for ~~Academic Affairs~~academic affairs, and appointed by the ~~President~~president of the University.
4. Each original appointment shall be confirmed by the ~~President~~president of the University, or ~~his or her~~a designee, in a contract letter.
5. Supplementary appointments to the Graduate Faculty may be ~~given~~awarded to members of the General Faculty on nomination of the department ~~chairperson~~chair, or equivalent, and approval of the appropriate dean and the ~~Dean~~dean of ~~The Graduate Studies~~School, 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 ~~to be as follows:~~
1. Nomination~~considered~~ for tenure shall ~~originate with the appropriate department or unit which shall have~~ be as follows:
 - a. The nomination for tenure shall be initiated by an elected faculty committee ~~of whom a~~ of the appropriate department or academic unit; the majority of the members of this committee shall be tenured faculty, ~~which shall initiate the nomination by a favorable vote on the candidate;~~ ~~the~~ The department ~~chairperson~~chair, or equivalent, shall inform the candidate in writing of the committee decision to recommend or not to recommend, together with ~~his or her~~the chair's recommendation.
 - b. The department ~~chairperson~~chair, or ~~unit officer~~equivalent, shall transmit the committee recommendation together with ~~his or her~~the

~~chair's~~ recommendation to the appropriate committee of the college or school and to the dean, ~~and. In addition, the department chair, or equivalent, shall convene a meeting of all tenured faculty in the department and conduct a secret ballot regarding the nomination for tenure; the department chair, or equivalent,~~ 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 to the appropriate committee of the college or school and to the dean.~~

- 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 ~~shall~~ vote to recommend or not to recommend the candidate; the candidate shall be informed in writing of the committee's decision by the ~~chairperson~~ chair of the committee.
- d. A University committee on tenure, ~~comprised~~ consisting 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 ~~Vice President~~ provost and executive vice president for ~~Academic Affairs~~ academic affairs and ~~to the President~~ president of the University; ~~the Dean of the Faculties, The vice president for faculty development and advancement~~ shall serve ~~as ex-officio chairperson~~, without voting privileges, ~~as ex-officio chair~~ of the University committee and shall transmit to the ~~Vice President and the President~~ provost and executive vice president for academic affairs and to the president the committee's decision to recommend or not to recommend the candidate ~~and for tenure; the vice president for faculty development and advancement~~ shall also inform the candidate in writing of the ~~decision~~ committee's recommendation.
- e. The ~~Vice President~~ provost and executive vice president for ~~Academic Affairs~~ academic affairs and the ~~President~~ president of the University shall decide to recommend or not to recommend the candidate to the Board of ~~Regents~~ Trustees for tenure, and the ~~President~~ 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~~ the dean's 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 ~~Vice President~~ provost and executive vice president for

~~Academic Affairs~~academic affairs and the ~~President~~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 ~~Vice President~~provost and executive vice president for ~~Academic Affairs~~academic affairs and the ~~President~~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~~formulating an appeal, the candidate may address in writing the ~~stated~~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 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 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.~~

4.3. Crediting of Time Toward Tenure.

- a. Any member of the faculties of colleges and schools holding the rank of ~~Professor~~professor shall be eligible for the status of tenured member at

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the end of the fifth year in a tenure-earning position, to be effective at the beginning of ~~his or her~~the sixth year as a faculty member. A ~~Professor~~professor may be given tenure at the beginning of ~~his or her~~the second year as a faculty member provided ~~he or she has had four years of service credited~~the professor received credit, at time of appointment, ~~from another~~for four years spent in a tenure-earning position elsewhere and has been recommended by the ~~President~~president of the University and approved by the Board of ~~Regents~~Trustees.

- b. Any member of the faculties of colleges and schools holding the rank of ~~Associate Professor~~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~~associate professor may be given tenure at the beginning of ~~his or her~~the third year as a faculty member provided ~~he or she~~the associate professor received credit, at time of appointment, for three years spent in a tenure-earning position elsewhere and has been recommended by the ~~President~~president of the University and approved by the Board of ~~Regents~~Trustees.
- c. A faculty member appointed to the rank of ~~Assistant Professor~~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.

~~5.4.~~ 5.4. 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.

~~6.5.~~ 6.5. Definition of Continuous Employment. Employment ~~during~~for 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~~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

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

~~7.6.~~ 7.6. Restrictions on Employment of ~~Non-tenured~~Non-tenured Faculty.

- a. No person employed in a tenure-earning position 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 unless tenure has been granted, except that faculty whose service began before September 1972 may count four additional years in the ~~instructor~~instructor or ~~Acting Assistant Professor~~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~~department chair, or equivalent, in consultation with the dean of ~~his or her~~the 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~~assistant professor and above shall be construed as tenure-earning time.
- d. Assistant ~~Professors and Instructors~~professors shall be considered ineligible for tenure or for reappointment beyond a seven-year maximum.

~~8.7.~~ 8.7. Early Tenure.

- a. The Board of ~~Regents~~Trustees may approve tenure at an earlier time if it is recommended with sufficient justification by the ~~President~~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.

8. 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

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(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, upon request, a hearing before an appropriate faculty committee. At this hearing, the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's choice.

- b. Nonreappointment of Non-tenured Faculty. Upon the advice of a department chair, 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 non-tenured faculty member. Notice of nonreappointment, or of intention not to reappoint, shall be given in writing in accordance with the following standards: (a) for faculty members in their first two years of employment, one full semester prior to the date of termination; (b) for faculty members with two or more years of continuous service, one full year prior to date of termination.
- c. Immediate Suspension of Tenured or Non-tenured Faculty. In the case of flagrant offenses, the president of the University may suspend a member of the faculty with pay from performance of duties. Within two days, excluding weekends and official holidays, following such suspension, the president or a designee 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 specific charges shall be furnished to the faculty member concerned. In answer to such charges, the faculty member shall have, upon request, a hearing before an appropriate faculty committee. At this hearing the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's 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, upon 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, the reasons for doing so shall be provided in writing to the hearing committee and to the faculty member. The faculty member shall be provided an opportunity to respond before further action is taken. 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 appropriate.~~

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~~ **members** of the ~~academic staff~~ **faculty** against influences, from within or without the University, ~~which that~~ would restrict ~~him or her in~~ the exercise of this freedom in ~~his or her area~~ **their areas** 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~~ **The** faculty member has the same freedoms and responsibilities as other citizens, including political rights and privileges, without institutional censorship or discipline. ~~As~~ **However, as** a scholar, ~~he or she~~ **a faculty member** should be mindful that accuracy, forthrightness, and dignity befit ~~his or her~~ association with the University.

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

~~A faculty member who believes that he or she does~~ **Faculty members who believe they do** 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

~~When~~ a member of the faculty of the University desires to obtain release from ~~his or her~~ **their** faculty position, ~~he or she~~ **that faculty member** is expected to offer ~~his or her~~ **their** resignation to the ~~President~~ **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~~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~~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.

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. Amended xxxx, 2018

**THE CONSTITUTION OF
THE FLORIDA STATE UNIVERSITY**

(Revised and amended to ~~December 6, 1989~~ **xxxx, 2018**)

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; Trustees; and the~~ State University System Board of ~~Regents~~ **Governors**. Subject to that authority this constitution is adopted for ~~the government~~ **governance** of the University.

Article I Administrative Officers

Section A. President of the University

Section A.—The President,

~~The President, appointed by the Board of Regents, shall be~~ **is** the ~~Chief Administrative Officer;~~ **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~~ **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~~ **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

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Florida State University

1. receive reports and announcements from officers of the University and from the Faculty Senate, and
2. formulate its opinion ~~upon~~ regarding 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 ~~either~~ by the President ~~either on his or her own initiative,~~ or on resolution of the Faculty Senate, or on written request ~~ef~~from at least ten percent of the members of the General Faculty.

Article IV Faculty Senate

Section A. ~~Faculty Senate: Membership~~

1. Elected faculty members

~~Only full-time Instructors, Assistant Professors, Associate Professors, and Professors shall be eligible for representation in and election to the Faculty Senate. Eligible faculty members who have duties in more than one college or school shall be counted in that college or school in which the major portion of their salary is budgeted or time is assigned.~~

~~1.~~

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 Florida State 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~~

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~~of his or her salary is budgeted or time is assigned. Developmental Research School~~ 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 nor shall they~~ be eligible to vote in the College of Education elections of Faculty Senators.

~~a. Prior to February 1 of each year, the Vice President for Faculty Development and Advancement shall submit to the Faculty Senate Coordinator a list of the eligible faculty members in each college or school. The 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.~~

~~(1)~~ b. Each unit shall elect its representatives for two-year terms, ~~which~~ in accordance with a procedure that its eligible faculty members shall determine. Terms 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 shall submit to the Secretary of the Senate a list of the eligible faculty members in each college or school.~~

~~(2)~~ c. Each unit may elect, according to a procedure ~~which~~ that 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 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~~ The presiding officer shall be designated President of the Senate and shall serve as the ~~chairperson~~ chair 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~~ the unexpired term on that committee.

~~2.3.~~ 3. The following shall be ex-officio members of the Senate: ~~The:~~ 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.

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Ex-officio members shall have the privilege of the floor but ~~may~~shall not ~~be~~eligible to vote.

Section B. Jurisdiction

The Faculty Senate shall be the basic legislative body of the University and shall establish its own Bylaws and procedures.

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

Section C. Standing and Special Committees

1. ~~A~~There shall be a Steering Committee ~~shall consist~~consisting of seven persons ~~elected for staggered two-year terms~~ from the voting membership of the Faculty Senate. who shall be elected for staggered two-year terms. In consultation with the President of the University, ~~it~~the Steering Committee shall determine the agenda for each Faculty Senate meeting. It shall provide for ~~the reporting~~reports to the Faculty Senate by administrative officers, by ~~chairpersons~~chairs 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 ~~Faculty~~ 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 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 ~~established by~~ 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 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~~chair, 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~~a designee, in a contract letter.
5. Supplementary appointments to the Graduate Faculty may be ~~given~~awarded to members of the General Faculty on nomination of the department ~~chairperson~~chair, or equivalent, and approval of the appropriate dean and the Dean of The Graduate ~~Studies~~School, 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~~to be as follows:
 - ~~1. Nomination~~considered for tenure shall ~~originate with the appropriate department or unit which shall have~~be as follows:
 - a. The nomination for tenure shall be initiated by an elected faculty committee, ~~of whom a~~ of the appropriate department or academic unit; the majority of the members of this committee shall be tenured faculty, ~~which shall initiate the nomination by a favorable vote on the candidate;~~ the ~~The~~ department ~~chairperson~~chair, or equivalent, shall inform the candidate in writing of the committee decision to recommend or not to recommend, together with ~~his or her~~the chair's recommendation.
 - b. The department ~~chairperson~~chair, or ~~unit officer~~equivalent, shall transmit the committee recommendation together with ~~his or her~~the chair's recommendation to the appropriate committee of the college or school and to the dean, ~~and~~. In addition, the department chair, or equivalent, shall convene a meeting of all tenured faculty in the department and conduct a secret ballot regarding the nomination for tenure; the department chair, or equivalent, 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 to the appropriate committee of the college or school and to the dean.~~

- 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 ~~shall~~ vote to recommend or not to recommend the candidate; the candidate shall be informed in writing of the committee's decision by the ~~chairperson~~ chair of the committee.
- d. A University committee on tenure, ~~comprised~~ consisting 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 ~~to~~ the President of the University; ~~the Dean of the Faculties, The Vice President for Faculty Development and Advancement~~ shall serve ~~as ex-officio chairperson,~~ without voting privileges, ~~as ex-officio chair~~ of the University committee and shall transmit to the ~~Provost and Executive~~ Vice President ~~and for Academic Affairs and to~~ the President the committee's decision to recommend or not to recommend the candidate ~~and for tenure; the Vice President for Faculty Development and Advancement~~ shall also inform the candidate in writing of the ~~decision~~ committee's recommendation.
- 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~~ 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~~ the dean's 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~~formulating an appeal, the candidate may address in writing the ~~stated~~ 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 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 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.~~

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Florida State University

~~d.a. 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.~~

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4.3. 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~~the sixth year as a faculty member. A Professor may be given tenure at the beginning of ~~his or her~~the second year as a faculty member provided ~~he or she has had four years of service credited~~the Professor received credit, at time of appointment, ~~from another~~for four 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~~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

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the beginning of the sixth year as a faculty member. An Associate Professor may be given tenure at the beginning of ~~his or her~~the third year as a faculty member provided ~~he or she~~the Associate Professor 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~~Trustees.

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- 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.

~~4.5.~~ 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.

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~~5.6.~~ Definition of Continuous Employment. Employment ~~during~~for 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~~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~~faculty member and the University.)

~~6.7.~~ Restrictions on Employment of ~~Nontenured~~Non-tenured Faculty.

- a. No person employed ~~in a tenure-earning position~~ 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 ~~unless tenure has been granted~~, 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~~ department chair, or equivalent, in consultation with the dean of ~~his or her~~ the 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~~ 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.

9. 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, upon request, a hearing before an appropriate faculty committee. At this hearing, the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's choice.
- b. Nonreappointment of Non-tenured Faculty. Upon the advice of a department chair, 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 non-

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tenured faculty member. Notice of nonreappointment, or of intention not to reappoint, shall be given in writing in accordance with the following standards: (a) for faculty members in their first two years of employment, one full semester prior to the date of termination; (b) for faculty members with two or more years of continuous service, one full year prior to date of termination.

c. Immediate Suspension of Tenured or Non-tenured Faculty. In the case of flagrant offenses, the President of the University may suspend a member of the faculty with pay from performance of duties. Within two days, excluding weekends and official holidays, following such suspension, the President or a designee shall cause a written notice, including a statement of reasons, to be served upon the employee.

g.d. If immediate dismissal is thereby sought, a copy of written specific charges shall be furnished to the faculty member concerned. In answer to such charges, the faculty member shall have, upon request, a hearing before an appropriate faculty committee. At this hearing the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's 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, upon 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, the reasons for doing so shall be provided in writing to the hearing committee and to the faculty member. The faculty member shall be provided an opportunity to respond before further action is taken. 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 appropriate.

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~~ members of the ~~academic staff~~ faculty against influences, from

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within or without the University, ~~which~~ that would restrict ~~him or her in the~~ exercise of this freedom in ~~his or her area~~ their areas 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~~ The faculty member has the same freedoms and responsibilities as other citizens, including political rights and privileges, without institutional censorship or discipline. ~~As~~ However, as a scholar, ~~he or she~~ a faculty member should be mindful that accuracy, forthrightness, and dignity befit ~~his or her~~ association with the University.

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

~~A faculty member who believes that he or she does~~ Faculty members who believe they do 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

~~#~~ When a member of the faculty of the University desires to obtain release from ~~his or her~~ their faculty position, ~~he or she~~ that faculty member is expected to offer ~~his or her~~ their 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~~ Governors.

Article VIII Amendments

*The Constitution of
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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.

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. Amended xxxx, 2018



Road Scholars

Florida State University's series of talks by distinguished scholars from other institutions in the Atlantic Coast Conference

December 11, 2017

FOR: Faculty Senate colleagues

FROM: Dennis Moore
on behalf of the Senate's Road Scholars Committee

RE: Looking ahead to **SPRING 2018**

Please mark your calendar for our next three presentations, and please help spread the word among your colleagues about them *and* about the opportunity to recommend possible speakers for the Fall. We'll invite another three knowledgeable, articulate scholars from ACC institutions, and we're continuing to schedule these presentations in conjunction with an athletic event, *like so:*

- Friday, February 16 **"JFK's Dante,"**
by **Prof. Deborah Parker,**
Department of Spanish, Italian and Portuguese, **University of Virginia** women's
1:30 p.m. in Strozier Library's Robert Bradley Reading Room, basketball
followed by a reception at 2:30, there
-- FSU's Department of Modern Languages and Linguistics is hosting her visit
- Friday, March 2 **"No Permission Required: Black Women Playwrights Beyond the Great White Way,"**
by **Prof. Kathy A. Perkins,**
Department of Dramatic Art, **University of North Carolina-Chapel Hill** **Rescheduled:**
3:00 p.m. in the Augusta Conradi Theatre, 123 WMS, originally she would
followed by a reception in the Williams Courtyard have spoken at FSU
-- FSU's School of Theatre is hosting her visit in mid-September,
in conjunction with
women's soccer.
- Friday, April 20 **"The Origins of Today's Radical Right and the Crisis of Our Democracy,"**
by **Prof. Nancy MacLean,**
William H. Chafe Professor of History and Public Policy
Department of History, **Duke University** baseball
and author of [Democracy in Chains](#)
1:30 p.m. in Strozier Library's Robert Bradley Reading Room,
followed by a reception at 2:30, there
-- FSU's Program in Women's Studies Department is hosting her visit

More details are at <http://fla.st/FDA-RoadScholars> and scrolling down to the box with the text that begins "A series of presentations for nonspecialist audiences. . . ." and clicking, there, on "the [Faculty Senate's Road Scholars Committee](#)" leads to a *list* of the 17 scholars we've brought to the FSU campus to date.