

**Faculty Senate Meeting**

**December 4, 2002**

**Dodd Hall Auditorium**

**3:35 p.m.**

**I. Regular Session**

The regular session of the 2002-2003 Faculty Senate was held on Wednesday, December 4, 2002. Senate President Valliere Richard Auzenne presided.

**II. The following members attended the Senate meeting:**

D. Abood, V. R-Auzenne, M. Baldwin, F. Berry, S. Blumsack, G. Boggs, M. Bonn, J. Bowers, J. Clendinning, P. Coats, J. Cobbe, C. Connerly, W. Cooper, P. Cottle, J. Cowart, P. Dean, R. Deyle, B. Ellingson, J. Elsner, L. Epstein, J. Fiorito, J. Flannery, T. Glenn, V. Hagopian, C.J. Hardiman, L. Hawkes, H. Hawkins, E. Hilinski, A. Imershein, I. Jones, A. Kalbian, D. Kuhn, K. Laughlin, W. Leparulo, R. Leushuis, S. Lewis, R. Light, C. Madsen, T. Matherly, N. Mazza, T. McCaleb, W. Modrow, D. Moore, J. O'Rourke, A. Payer, J. Renwick, M. Rosal, D. Seaton, S. Sirmans, S. Sommer, F. Standley, L. Van Dommelen, D. Von Glahn, V. Walker, C. Ward, P. Wright, M. Young.

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

S. Allen, B. Atkins, R. Atkinson, G. Bates, J. Beckham, D. Boroto, R. Braswell, J. Brown, C. Conaway, C. Darling (B. Allison), L. Dehaven-Smith, G. Erlebacher, S. Fiorito, L. Flynn, J. C. Galeano, P. Garretson,

K. Glendenning, T. Gomory, J. Grant, C. Greek, K. Harris, S. Huckaba, C. Imwold, J. Kline, W. Landing, P-E Lin, S. Losh, R. Mariscal, T. Ohazama, G. Papagiannis, G. Peterson, C. Pfaff, K. Myers-Pietralunga, D. Rasmussen, P. Rawling (P. Dalton), R. Reeves, R. Reiser, M. Seidenfeld (E. Shroeder), A. Simotes, J. Sobanjo, J. Standley, R. Turner, S. Wood (E. Jakubowski), P. Xiong.

### **III. Approval of the Minutes**

The minutes of October 16 and November 13, 2002 were approved.

### **IV. Approval of the Agenda**

President D'Alemberte asked to make his announcements earlier in the meeting. The Senate approved his request and agenda was approved as amended.

### **V. Report of the Steering Committee, J. Cobbe**

The Steering Committee has met three times since the last Senate meeting, including our monthly meeting with the Provost [the President was unable to attend]. In our meeting with the Provost, he addressed the budget outlook and again assured us that some reserves are available, and that he hoped to be able to implement a small merit salary increase soon. The University is currently forecast to be above planned enrolment at the undergraduate level, and within 5% of plan [the necessary margin under current legislation] at graduate levels. There is concern in the administration about the current surge in applications for freshman admission, in particular because minority applications seem to be lagging behind others, and if numbers force the University to close

applications early this may reduce minority enrolment. Vigorous efforts are being made to encourage qualified potential minority applicants to actually apply as soon as possible.

We also discussed with the Provost the intent and purpose of singling out instructors who receive more than 30% fair or poor on question 8 of the SUSSAI. The Provost reiterated his belief that overall student evaluation of instruction at FSU is extraordinarily good. The purpose of generating lists of faculty who fall into this 'over 30% fair or poor' category is to identify the small minority of faculty for whom student perception of teaching could clearly be improved, and to make sure Deans and Chairs know about them. The Council of Deans is working on a document on how the issue of helping such faculty to improve should be addressed. The Provost stressed that the objective here was in no sense punitive, it was to facilitate pro-active interventions to assist those faculty who could clearly benefit from help to improve the perception students have of their teaching. The Steering Committee strongly encouraged the Provost to communicate his intentions and beliefs in this area more clearly to the faculty, preferably in writing. The Provost also noted that he has no particular attachment to SUSSAI as opposed to any other evaluation instrument, and he looks forward to the report of the Senate's Task Force on Evaluation of Instruction.

We also discussed the issue of the deadline for submission of grades at the end of the semester. The Provost agrees that the current deadline can involve difficulties, and the implications of providing more time before grades are due will be explored with the relevant administrative offices.

We also met with Dean of the Faculties Steve Edwards to discuss proposed changes to the University's Attendance and Leave Policies, and the issue of tenure on appointment. The change in governance was interpreted to require updates of all policies that were covered by provisions that no longer ruled, and there was a concern that the University's attorneys and Personnel Office were proposing rules that might contain changes of relevance to Faculty without consultation with Faculty. However, in the case of the Attendance and Leave Policies, it did not appear that there were any proposed changes of a substantive nature, and the main issue was the fact that a proposal for change was produced without consultation with the Faculty.

Dean Edwards also raised with us the issue of tenure on appointment, in particular for Associate Professors. The Steering Committee reiterated its view, that the existing policy that tenure on appointment should be rare and only for Full Professors, is appropriate and correct. We also said that the Steering Committee did not feel it should be involved in the decision process for any rare exceptions, which should be handled through the appropriate channels.

The Steering Committee recommends to the Senate that the meeting of the Senate scheduled for April 16, 2003, should be rescheduled to April 23, 2003, in order to avoid a conflict with a religious holy day.

Members of the Steering Committee will be participating in interviews of the four finalists for Dean of Faculties. The interview process also includes an hour, from 11 a.m. to noon, for faculty members to meet with the candidates. The four finalists, and the days on which they will be interviewed in 1XX LON, the small lounge in Longmire, opposite Beth Moor Lounge, are:

Monday December 9: Joe Beckham  
Wednesday December 11: Marilyn Young  
Thursday December 12: Marcy Driscoll  
Friday December 13: Anne Rowe.

Members of the Steering Committee participated in committee meetings of the Board of Trustees on 21 November, in keeping with their established liaison role. President Auzenne also attended the Board of Trustees meeting on that day and addressed the Board, reiterating faculty members' concerns regarding the need for an open search targeting the strongest possible candidates. Members of the Steering Committee also continue to participate in the Presidential Search Advisory Committee, on which President Auzenne will report shortly, but in keeping with the strictures of the law on public meetings the Presidential Search has not been discussed by the Steering Committee [which includes more than one member of the PSAC].

**VI. Special Order: Update on Presidential Search Committee, V. Richard Auzenne**

At the Board of Trustees meeting on November 21, the Trustees voted to further accelerate the search process in light of the passage of Amendment 11. The Board is scheduled to meet again on December 18<sup>th</sup> to select a Presidential candidate to forward to the FBOE. As you have read in the paper, some trustees expressed concern regarding the accelerated timeline, but it was decided to give the process a chance.

Members of the Steering Committee contacted Bill Funk from Korn-Ferry International after the initial list of candidates was sent to Presidential Search Advisory Committee members. He reiterated his earlier comment

that the strongest candidates would likely come forward at the last minute. Earlier this week, Mr. Funk shared with Steering Committee members the names he would be presenting to the PSAC today.

Before the candidates were presented at today's meeting, Mr. Funk reviewed the process so far and commented on the feedback he received from nominees. There were 68 names logged and 58 of these were either targeted by Korn-Ferry or nominated by experts in higher education. All of these were contacted by letter and by telephone. Feedback from those contacted was very positive. They recognized the excellent work of President D'Alemberte, the high level of research productivity at FSU, and the strides made by many academic areas across the campus. He acknowledged that the search process was dampened by two factors: the Sunshine Law and the presence of a local candidate who has received extensive press coverage.

There was discussion regarding the impact of the Sunshine Law on presidential searches and general agreement that this was an issue that needs to be revisited with the legislature.

Mr. Funk explained that his goal was to identify the five or six candidates who were the best match with FSU in terms of their level of experience, positions held, and the kinds of institutions they have served. He targeted individuals who had a breadth of experience relevant to the aspirations of FSU. He noted that four of the five people he was recommending have held leadership roles at AAU universities.

In terms of the timeframe, he noted that there might be a different pool if there had been more time. However, there would not necessarily be a better pool.

The five candidates presented to the PSAC this morning were Ed Jennings, Susan Praeger, Bob Smith, T.K. Wetherell, and Jon Whitmore.

Ed Jennings is a former President and, more recently, Interim President of Ohio State University. He holds a PhD in Finance and is a seasoned veteran in higher education administration, who returned to faculty status after stepping down as Ohio State President in 1990. His accomplishments as President include leading a highly successful capital campaign as well as the establishment of a center for the performing arts and a cancer hospital.

Susan Praeger is a former Provost at Dartmouth and Dean of the UCLA Law School. Recently, she was one of three finalists for the position of Chancellor of the University of Wisconsin-Madison. She is currently a Named Professor in the UCLA Law School and was a Trustee at Stanford University, serving as Vice President of that Board as well as Chair of the Academic Policy and Medical Center Committees. Among other accomplishments, she has a strong record of support for diversity and public service.

Bob Smith is the Provost and Vice President for Academic Affairs at the University of Arkansas and previously served as Vice President for Research and Graduate Studies at the University of Connecticut and at Washington State University. He also held a named professorship and was director of the Drug Dynamics Institute at the University of Texas Austin. He is a fellow of the Academy of Pharmaceutical Sciences.

T.K. Wetherell is of course a former President of Tallahassee Community College as well as former President of the Independent Colleges and Universities of Florida. He holds a Ph.D. in Education

Administration and has a distinguished record in the Florida House of Representatives.

Jon Whitmore is the Provost at the University of Iowa and he previously served as the Dean of Fine Arts at the University of Texas-Austin and at SUNY-Buffalo. He holds a Ph.D. in Theatre History. He was recommended by AAU President Nils Hasselmo and has an excellent track record in fund-raising as well as in increasing diversity and promoting faculty development at the University of Iowa.

The next step in the search process will be 90-minute PSAC interviews with each candidate. These are scheduled for the afternoon of next Monday, December 9 and all day Tuesday, December 10. These interviews are open to the public, and I would like to encourage faculty to attend these if possible. I have arranged for faculty to meet with each candidate individually after their interview in a conference room at the WFSU studios. Janis Sass will be sending Senators more specific details once the interview schedule is finalized later this week. At the conclusion of the interviews, the PSAC will select the candidates to be forwarded to the Board of Trustees.

These finalists will return to campus on December 16 and 17 for longer interviews with the Board of Trustees and other interested groups, including faculty. I know that this is after finals week, but I encourage faculty to make an effort to participate in these interviews. Details will be forthcoming as soon as possible. The Board then plans to make their final decision on December 18<sup>th</sup>.

Several Senators raised issues with the Presidential search process; included was the short timeframe, the number of candidates and the



relationship between a candidate and the chairman of the BOT. After a lengthy discussion in which many opinions and issues were voiced, Senator Berry presented the following motion:

That the Senate charge the Senate President with expressing the Senate's concerns about the propriety of the Presidential Search Committee being chaired by a person who has had a business relationship with one of the candidates. In the academic environment, people with such a conflict of interest would typically recuse themselves from decisions about that individual.

The Senate voted 26 for and 20 against the motion. The motion carried and Senate President Auzenne indicated she would give the Senate's motion to Chairman Thrasher.

## **VII. Reports of Standing Committee**

### **a. Undergraduate Policy Committee, J. Clendinning**

#### **1) Motion on Foreign Language:**

**CRITERIA AND RATIONALE FOR COURSES OF THE UNIVERSITY  
REQUIREMENT FOR THE BACHELOR OF ARTS DEGREE OF "COMPLETION  
OF A CLASSICAL OR MODERN FOREIGN LANGUAGE THROUGH THE 2000  
LEVEL (2200 OR EQUIVALENT COURSE)"**

1. Foreign language courses should introduce a student to a proper understanding of a foreign culture, that is, of its history, literature, political systems, and social organizations and mores, for which a grasp of the language is always essential.

2. Foreign language courses should introduce the student to a different means of organizing and expressing the experience of reality and thought. The study of foreign vocabulary and syntax confronts the student with the extraordinary number of “givens” in his or her native language.

3. Foreign language courses should enhance a student’s grasp of his or her own language. It is inevitable that the practice of translation sharpens a student’s command of his or her own language’s syntax and improves precision in word choice and usage.

4. Foreign language courses may provide a skill that will be useful in one’s future.

The Senate voted to accept the motion presented by the UPC.

**2) Motion on American Sign Language issue:**

Students pursuing the Bachelor of Arts degree may substitute American Sign Language through the 2000 level (2200 or equivalent courses) for the foreign language requirement, except where a particular foreign language(s) has been specified by a college, school, or program for a specific degree.

The Senate voted to accept this motion on American Sign Language

**VIII. Unfinished Business**

There were no items of unfinished business.

**IX. New Business**

There were no items of new business.

**X. University Welfare**

Senator Jack Fiorito announced that the required number of signature cards had been received and the UFF would proceed with the next step in the election of a collective bargaining agent.

Senate Madsen presented the following resolution on behalf of outgoing President D'Alemberte:

Whereas H. Talbot (Sandy) D' Alemberte has provided strong, effective, and energetic leadership as President of The Florida State University, and

Whereas his leadership has been extraordinarily innovative across all areas of the institution, resulting 'in expanded opportunities for many programs, and

Whereas he has been particularly attentive to the overall environment of the institution, and

Whereas he has been especially supportive of faculty, interacting in meaningful and sincere dialog throughout his entire tenure as President,

Be it therefore resolved that the Faculty Senate at The Florida State University recognizes this exemplary leadership and offers its most heartfelt appreciation, commendation and continuing support.

The Senate unanimously supported this resolution.

**XI. Announcements, Provost Abele**

Provost Abele was unable to attend today's meeting.

**XII. Announcements, President D'Alemberte**

President D'Alemberte stated that the flexibility to increase tuition and fees would allow the University to plan future needs and address ongoing concerns.

The Legislature will be discussing the continuation of the prepaid college plan and the Bright Futures plan. Under their present structures, these two programs add to the university's increasing financial problems.

President D'Alemberte expressed his sincere appreciation for the hard work the faculty and members of the Faculty Senate have shown under his tenure as President.

**XIII. Adjournment**

The meeting adjourned at 5:05 p.m.

Janis D. Sass  
Secretary to the Faculty