



MINUTES  
FACULTY SENATE MEETING  
FEBRUARY 21, 2007  
DODD HALL AUDITORIUM  
3:35 P.M.

**I. Regular Session**

The regular session of the 2006-07 Faculty Senate was held on Wednesday, February 21, 2007. Faculty Senate President James Cobbe presided.

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

T. Adams, J. Ahlquist, M. Allen, G. Bates, A. Bathke, G. Blakely, G. Burnett, J. Cao, D. Cartes, J. Clendinning, P. Coats, J. Cobbe, R. Coleman, V. Costa, L. deHaven-Smith, V. Dobrosavljevic, I. Eberstein, L. Edwards, K. Erndl, J. Fiorito, S. Fiorito, J. Gathegi, K. Gelabert, J. Geringer, P. Gilmer, C. Greek, M. Hartline, L. Hawkes, P. Hensel, L. Hogan, C. Holmes, J. James, L. Keller, A. Kercheval, A. Lan, S. Lewis, C. Madsen, T. Matherly, N. Mazza, C. McCann, J. Milligan, D. Moore, P. O'Sullivan, R. Pekurny, A. Plant, D. Pompper, J. Scholz, J. Sickinger, J. Sobanjo, J. Standley, C. Upchurch, E. Walker, Y. Wang, T. Welsh,.

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

D. Abood, E. Aldrovandi, P. Aluffi, V. R-Auzenne, T. Baker, S. Beckman, B. Bower (J. Brooks), J. Bowers, F. Bunea, M. Childs, C. Connerly, J. Dodge, L. Edwards, M. Fernandez, M. Frank, N. Greenbaum, K. Harris, J. Hellweg, R. Herrera, D. Houle, E. Hull, D. Kangas, A. Koschnik, W. Landing, T. Lee, W. Leparulo, T. Logan, S. Losh, R. Miles, M. Mondello, R. Morris, A. Mullis (E. Goldsmith), K. Myers, R. Neuman, J. O'Rourke, A. Payer, T. Ratliffe, D. Rice, R. Roberts, F. Rodriguez, N. Trafford, J. Turner, G. Tyson, N. Warren, J. Whyte, S. Wood, J. Wulff.

**II. Approval of the Minutes**

The minutes of the January 24, 2007 meeting were approved as distributed.

**III. Approval of the Agenda**

The agenda was approved as distributed.

**IV. Report of the Steering Committee, J. Standley**

Since the last Faculty Senate meeting, the Steering Committee has met 2 times and with the President once. With the President, we discussed the report of the joint study group on "Market Equity and FSU Faculty Salaries" that was recently completed. The report is being studied by the administration. We also discussed the Pappas report funded by the Board of Governors and its recommendations for changes in the SUS structure. President Wetherell feels that the primary difficulty in predicting any effect on SUS organization or funding is the confusion over the role of the BOG. Finally, we discussed the 2007 legislative agenda. The President is optimistic about FSU's priorities and requests. The Steering Committee also addressed concerns about the office of disabled student services that appears to be under-funded for the number of services needed by the entire campus. The President said that he would examine this issue.

The following issues have been discussed in Steering Committee meetings:

The Steering Committee sent a note of support to Mary Coburn, VP for Student Affairs, for her quick action regarding the hazing arrests of FSU students. We felt that she handled this situation in a most effective and expedient manner.

We have the impression that the Senate committee structure may need some revision. Some committees are virtually inactive in the current academic environment while others carry a large responsibility and a heavy workload. We will review the issue this summer and make any recommendations for change to the new Senate in the fall.

There is a new database that will be available very soon to facilitate major professors and doctoral students in constituting graduate committees. An updated list of graduate faculty status will become operational within a day or two. Check the Office of Graduate Studies Quick Links for this new resource.

**V. Report of Standing Committees**

a. Library Committee, D. Paradise

See Addendum 1 for a more detailed report.

The Faculty Senate Library Committee met four times in the Fall 2006 semester, has met twice this semester and will meet twice more before the Spring 2007 semester concludes.

At this time, I would like to share with you selected highlights of the Committee's operations this year.

The Committee passed a resolution recommending support of the library's policy to subscribe only to electronic format media when both electronic and print formats are available, subject to the appropriate departmental review prior

to the cancellation of any existing print subscription. This policy will result in money currently being expended for “duplicate” subscriptions to be reallocated, resulting in a net gain in the number of subscriptions purchased.

A proposal from the Director of the FSU Libraries for a Faculty / Graduate Research Center and an Undergraduate Commons in Strozier Library was discussed. This proposal was generally well received, but was referred back to the Director pending the development of further details.

Associate Vice President for Research W. Ross Ellington attended the first November meeting to address questions regarding the FSU Libraries role in the Pathways of Excellence campaign. A lively, yet cordial and informative, discussion occurred. The Committee stressed the opinion that the Libraries are a vital part of the University’s research infrastructure. Vice President Ellington indicated he would be an advocate for the Libraries to the extent possible in his position.

In our last meeting, the Primary Sources Subcommittee presented the results of their review of requests for new subscriptions and monographs. Requests totaling almost \$77,000.00 were submitted. Working with a budget of \$50,000.00, the Subcommittee made a recommendation for funding requests that totaled approximately \$56,000.00. Dr. Bill Summers, interim Director of the FSU Libraries, indicated the Library could provide the additional money needed to fully fund the Subcommittee’s recommendation.

Reviews of the college and autonomous libraries have occurred throughout the year and are on-going. I would like to recognize the Directors of these libraries for their commitment to the University’s faculty and students. They routinely collaborate to make all of their resources available to all faculty and students while striving to control costs.

At earlier meetings, I reported details related to the search process for the next Director of the FSU Libraries. As you know, I have been in communication with Ms. Julia Zimmerman, incoming Director of the FSU Libraries. I anticipate working with her as needed throughout the summer to assist with her transition to FSU. She is expected to arrive on campus in mid-June.

I am also assisting the FSU Office of Audit Services as needed in an audit of Library operations. This audit was initiated as a result of the Committee’s examination of Library operations over the last two years. It should be viewed as an opportunity to establish a baseline of operational performance for the incoming Director, not as a concern for the current Library administration or operations. The current administration and operation of the FSU Libraries has been characterized by marked improvement in customer service, improved

Library faculty and staff morale, and the addition of a number of excellent subject area specialists.

With regard to this last point, I am happy to report that the Faculty Senate Library Committee has worked with interim Director Dr. Bill Summers throughout the year in a most collegial and productive manner. We would like to recognize him for his service to the University over the past year.

The Committee anticipates continued improvement in the FSU Libraries under Ms. Zimmerman's leadership and looks forward to working with her to establish a Library representative of the best that FSU aspires to be.

I will be happy to take questions at this time.

b. Graduate Policy Committee, G. Bates

GPC met 8 times in the Fall of 06 and has met once so far this semester.

In the Fall we conducted 5 program reviews - Geography, Political Science, Public Health, Demography, and Economics, 5 more reviews are underway this Spring.

We are in the process of discussing six new masters programs: MS in Material Science, Biomedical Science, Art Therapy, Music, Sustainable Energy, and MFA in Screenwriting.

We discussed DDS criteria and concluded that we want to review the DDS criteria of all the colleges for compliance with University criteria. A full discussion of graduate faculty status and directive status is planned for our March 12 meeting.

We discussed and proposed a change to the policy on the sequestration of Theses and Dissertations, which was passed by the Senate last Fall.

We discussed and proposed a change in the policy on Final Term Registration, which is an action item for today's Senate meeting.

The GPC moves acceptance of the following resolution; if accepted it will be reflected in the Bulletin. Part (a) brings our rules into conformity with actual practice of the last many years, and part (b) clarifies what has always been the rule but has not always been enforced.

"Final term registration for thesis and dissertation students: (a) Students who fail to submit their complete and cleared thesis or dissertation by the published due date in a given semester, must register the following semester, unless the

completed thesis or dissertation, cleared by the clearance advisor in the office of graduate studies, is submitted and accepted by graduate studies before the first day of classes of that semester. (b) Students registering for thesis or dissertation hours only must register for a minimum of two semester hours credit each semester."

**The motion passed.**

c. Undergraduate Policy Committee, S. Lewis

At the January meeting of the Undergraduate Policy Committee, representatives from the office of the Dean of Undergraduate Studies brought forth a proposal to simplify the process through which low performing students (those with a GPA under 2.0) are advised of their tentative standing with the University. This proposal was approved by the Undergraduate Policy Committee and forwarded to the Steering Committee for their consideration. With their approval, I bring the proposal to you for a vote today. (See addendum 2.)

The proposal consists of two parts: a change in the manner in which student status is determined and elimination of academic warnings for students who have more than 31 hours of credit.

Currently, a chart, called the Retention Table, is used to determine whether a student receives an academic warning, is placed on academic probation, or is dismissed from the University. This chart was originally approved in 1981 and uses quality point deficiencies to determine a student's status. The revisions to the table that are being proposed here remove the consideration of quality points and uses students' grade point averages as the indicator of status. GPA was selected as the preferred indicator because it is easily understood by advisors, students, and parents.

Also proposed is that academic warnings be given only to students with a GPA less than 2.0 who have attempted 30 hours or less. After 30 attempted hours, students would be on probation and would have to clear the deficit in their next term of enrollment. According to the Registrar, over 50% of dismissed students were on academic warning the term prior to their dismissal, so this change will clarify for students the serious nature of their status.

It is hoped that these revisions will result in low performing students transferring to the community college system sooner, thereby positively impacting their academic outlook earlier in their academic career.

Research done by Greg Beaumont and by Bruce Janasiewicz indicates that making the proposed change to the Retention Table would cause an increase of 60 – 75 students being dismissed 1 to 2 semesters earlier than under the old

retention table. There should then be a drop in the number of dismissals each term.

I've already told you more than I know about this issue, so if you have questions, Greg Beaumont from the office of the Dean of Undergraduate Studies is here to answer them.

The Committee moves adoption of this proposal, with implementation to go into effect immediately.

**The motion passed.**

**VI. Special Order: Faculty Athletic Representative, J. Beckham**

See addendum 3.

**VII. Old Business**

There were no items of new business.

**VIII. New Business**

There were no items of new business.

**IX. University Welfare**

a. Updates on Bargaining and Related Matters, J. Fiorito

Good afternoon!

I said I wanted to talk about sex at our last meeting, and I did. I hope I didn't disappoint. Today I'd like to talk about numbers. Before you tune out, please remember that numbers can be sexy, although I have to admit that some of the numbers I'll discuss might be a bit depressing.

The first numbers I'll discuss are 3, 9, and 18. We've had three bargaining sessions since our last Senate, nearly all focused on Articles 9 and 18 of our Collective Bargaining Agreement, and the topic of intellectual property. We don't have an agreement yet, but we have made progress and there is potential common ground. Intellectual property can range from scholarly writings to patents to works of art. I'm pleased to say that our Administration team seems to recognize the general proposition that property rights for creative works should vest in the author. This is not only fair and the norm at many better universities, but also helps to provide an incentive system that attracts and retains creative faculty.

The number for my next topic is 454. That's the number of FSU faculty who responded to our January Mini-Poll in time to be included in our initial report (posted at [www.uff-fsu.org](http://www.uff-fsu.org)). That report shows that across-the-board raises are the faculty's top priority (a top priority for 80%+), but with strong showings (60%+) for both merit and market equity adjustments. These numbers seem to say that there is a faculty consensus that protecting faculty salaries against inflationary erosion must come first, that linking rewards and performance is important, and that faculty should not be penalized for their loyalty to FSU. Faculty members also overwhelmingly support having the option of receiving 9-month salaries paid over 12 months, and there is widespread support for greater employment predictability for non-tenured faculty (e.g., multi-year contracts). Comparisons between this latest poll and last year's also revealed some interesting numbers, in particular both faculty morale and faculty satisfaction with FSU's direction improved slightly. We suspect this has something to do with back-to-back years where the legislature was persuaded to provide funds to help offset inflationary erosion of faculty salaries, but other factors including progress for faculty at the bargaining table (e.g., the new paid parental leave benefit) may be involved as well. Details on the numbers and many interesting faculty comments are included in the report.

The next numbers I want to discuss today are 4,000 and 10,000. More than 4000 visitors "hit" our web site last week the day we announced posting of the Joint Study Group's report on market equity and FSU faculty salaries. Four thousand may be rounding error for Google or even the University's web site, but it was a new one-day record for our UFF-FSU site. With equal Administration and faculty representation in the Joint Study Group, the report's authors found, similar to our UFF-FSU Chapter's finding more than two years earlier, that FSU faculty members are underpaid on average by something like \$10,000 (or more!), relative to similarly accomplished colleagues in their disciplines at other Research I universities. This finding should not be a surprise to FSU administrators, but the very careful and thorough "bi-partisan" effort that went into this report should help convince even some top FSU administrators that market equity problems are a high priority that needs attention. In a popular children's movie, "Peter Pan" maybe, there's a line that says something like "no path to the Happy Hunting Ground crosses over water." Similarly, there is no viable "pathway of excellence" that continues to neglect the contributions of current FSU faculty. "Cluster hires" can make a short-term splash in the media, and we desperately need to hire more faculty. But, without significant "cluster raises" to address market inequity, and a long-term plan to prevent continuing FSU faculty from steadily falling behind their peers in the market, the "Pathways" initiative is doomed to almost certain failure. At risk of excessive metaphor, I submit that market inequity for current FSU faculty is like the constant lapping of the waves at the base of a cliff. The impact is almost imperceptible at a point in time, but it nonetheless can bring down the mightiest

cliffs and any pathways atop them. Neglect of faculty salaries will surely undermine the "Pathways" initiative.

The penultimate number I want to discuss today is 0 (zero). In reviewing the minutes from last month's meeting, I saw that President Wetherell's remarks were fairly optimistic and included reference to several promising prospects for FSU. I saw no (zero) references to addressing market inequity, however, and in that omission, I am discouraged. All the new buildings and cluster hires will be for naught if we don't address the market inequity that demoralizes many and drives away some of our best faculty members. I tend to be an optimist, and I hold hope that TK didn't bother to mention market equity because he knows he can count on our UFF-FSU faculty bargaining team to press this issue in negotiations. We will, of course, and our ability to do so will directly reflect faculty support for our team.

The final number I want to discuss today is 1 (one). This is merely a point of information, but in case you wondered, UFF dues are 1% of salary.

Thank you for your time. I'll be happy to answer questions if time permits.

**X. Announcements by Deans and Other Administrative Officers**

There were no announcements by Dean and Other Administrative Officers.

**XI. Announcements by Provost Abele**

Provost Abele was attending the Board of Governors meeting.

**XII. Announcements by President Wetherell**

The President was not in attendance.

**XIII. Adjournment**

The meeting adjourned at 4:28 p.m.



Melissa Crawford  
Faculty Senate Coordinator



## **Faculty Senate Library Committee Year End Report for the Academic Year 2006 – 2007**

### **Summary**

The Faculty Senate Library Committee met four times in the Fall 2006 semester and will meet four times before the Spring 2007 semester concludes. Committee members participated in the on campus interviews of applicants for the Director of FSU Libraries opening. The committee offered advice to Interim Director of the FSU Libraries on operational issues as they arose throughout the year and recommended the approval of over \$55,000.00 in subscription requests from faculty. The Committee Chair was active in the search process for the next Director of the FSU Libraries. As the year concludes, the Committee is reviewing the operations of the various college libraries.

### **Individual Meeting Summaries**

The September meeting was focused on administrative details related to the function of the committee. General operating procedures were established and standing subcommittees were formed. The Director of the FSU Libraries gave a detailed report on actions taken over the summer to address issues of concern, especially in the area of morale.

The October meeting was characterized by lively discussion of several issues.

A proposal from the Director of the FSU Libraries was discussed concerning the existence of subscriptions in both electronic and print formats. The following resolution was passed:

*The FSLC recommends support of the library's policy to subscribe only to electronic format media when both electronic and print formats are available, subject to the appropriate departmental review prior to the cancellation of any existing print subscription.*

This policy will result in money currently being expended for “duplicate” subscriptions to be reallocated, resulting in a net gain in subscriptions purchased.

A proposal from the Director of the FSU Libraries for a Faculty / Graduate Research Center and an Undergraduate Commons in Strozier Library was also discussed. This proposal was generally well received. The Director has agreed to consider the comments made and return with a specific resolution for consideration at a later meeting.

The Chair introduced the topic of ex-officio, non-voting membership status for the administrative heads of the autonomous and campus libraries. The primary arguments for recommending the status were that it would recognize these libraries as integral to the university mission and would ensure that their voices would be heard in matters of policy. The primary arguments against such status was that it would devalue the Director of the FSU Libraries status at a time when we are trying to attract a new Director and that the status would provide a disincentive for these directors to attend the University Library Committee meetings. It was also

noted that there currently exists a good working relationship between the Director of the FSU Libraries and the directors of the autonomous and campus libraries and also between these directors and the FSLC. After a lively discussion, the topic was tabled with no resolution offered.

Associate Vice President for Research W. Ross Ellington attended the first November meeting to address questions regarding the FSU Libraries role in the Pathways of Excellence campaign. Two issues dominated the discussion. The first focused on the use of funds related to the cluster hiring initiative to enhance library resources. Dr. Ellington noted that the funds for the cluster hires is “tied to people”, that is, it is recurring money for faculty lines, and as such could not easily be leveraged for the purchase of monographs and subscriptions. However, the FSU Libraries are a part of the FSU infrastructure, and therefore some money might be allocated to enhance that infrastructure in support of a specific initiative involving arts and humanities in the same way that laboratory spaces are enhanced for specific initiatives involving the sciences.

The second issue focused on the quality of the FSU Libraries given the University’s goal to attract an invitation to join the AAU. Most of the applicants being considered for the vacant Director of the FSU Libraries voiced concern that the current funding level of the FSU Libraries was not consistent with their perception of “AAU quality” library facilities. Dr. Ellington indicated he did not have the budget authority to address this issue, but he is willing to act as a conduit to the university’s administration to convey concerns about the FSU Libraries funding.

The November 29 meeting was spent interviewing Dr. Steven Smith, an applicant for Director of the FSU Libraries. As mentioned in the Summary above, committee members played an active role in the interview process for all applicants invited to campus. The visit of Dr. Smith happened to coincide with a regularly scheduled meeting.

The January and February meetings were highlighted by presentations from the Goldstein Library in the College of Information and the Maguire Medical Library in the College of Medicine Library, respectively. Pamala Doffek, Director of the Goldstein Library, and Barbara Shearer, Director of the Maguire Medical Library, provided detailed information to the committee on the operations of each library. A point which surfaces repeatedly whenever the individual college libraries are reviewed is the collaborative nature of the Directors who run them. These Directors truly work to improve the information resources for all FSU students and faculty, not just the ones in their particular college. This Chair believes this attitude is most commendable and should be recognized publicly more often.

In the February meeting, the Primary Sources Subcommittee of the Faculty Senate Library Committee presented the results of their review of requests for new subscriptions and monographs. Requests totaling \$76,747.62 were submitted. Working with a budget of \$50,000.00, the Subcommittee made a recommendation for funding requests that totaled \$55,640.81. Dr. Bill Summers, interim Director of the FSU Libraries, indicated the Library could provide the additional \$5,640.81 needed to fully fund the Subcommittee’s recommendation.

Presentations from the College of Music Library Director, the College of Law Library Director, and the Dirac Science Library Director are scheduled for the March and April meetings.

David Paradise, the Chair of the Committee, is assisting Ms. Kathryn Voigt of the FSU Office of Audit Services in an audit of Library operations. This audit was initiated as a result of the Committee's examination of Library operations over the last two years. It should be viewed as an opportunity to establish a baseline of operational performance for the incoming Director, not as a concern for the current Library administration or operations. The current administration and operation of the FSU Libraries has been characterized by marked improvement in customer service and Library faculty and staff morale.

David Paradise has also been in communication with Ms. Julia Zimmerman, incoming Director of the FSU Libraries, and anticipates working with her as needed throughout the summer to assist with her transition to FSU. She is expected to arrive on campus in mid-June.

In summary, the Faculty Senate Library Committee has worked with interim Director Dr. Bill Summers throughout the year in a collegial and productive manner. We would like to recognize him for his service to the University over the past year.

The Committee anticipates continued improvement in the FSU Libraries under Ms. Zimmerman's leadership and looks forward to working with her to establish a Library representative of the best that FSU aspires to be.

Respectfully submitted,

A handwritten signature in black ink that reads "David Paradise". The signature is written in a cursive style with a large, prominent initial "D".

Dr. David Paradise  
Committee Chair and Professor, College of Business

# The Proposed New Retention Table

Faculty Senate is asked to consider a proposal to change the University Retention policy, including the adoption of a new retention table, at their February meeting. The table under consideration is:

Attempted Hours	Warning GPA Range	Probation GPA Range	Dismissal
1 -15	1.5 – 1.999	Less than 1.5	Failure to remove Probation by end of next term
16 – 30	1.75 – 1.999	Less than 1.75	Failure to remove Probation by end of next term
31 or more		Less than 2.0	Failure to remove Probation by end of next term

The changes have the support of the Undergraduate Policy Committee and the Council of Associate and Assistant Deans (CAAD).

Important changes include:

- It is GPA based
- Initial GPAs required correlate closely with the current Retention table. Students are required to improve their academic situation each term.
- Warning will disappear after 30 attempted credits
- Everyone is guaranteed one semester on probation
- No one can move from warning to dismissal without a term on probation.
- It is proposed that when this goes into effect it should apply to everyone—there should be no "grandfathering" that would permit current students to use the "old" table. As the current table is not published in the Bulletin, this should not be problematic.

Readmission after dismissal will not change. Students will still be able to be readmitted by:

1. attending and graduating from an accredited two year college with an over-all average of 2.0 (get an AA from a Florida public college),
2. achieving the required minimum average through correspondence courses offered by the State University System of Florida ([www.correspondencestudy.ufl.edu/](http://www.correspondencestudy.ufl.edu/)), or
3. extraordinary approval of the academic dean.

Credit hours earned during any period of dismissal cannot be applied to the minimum 120 semester-hours required for graduation. The only exception made to this provision is for students pursuing option 1 above. Students are not normally eligible for readmission after a second dismissal.

## Cuurent Retention Table with associated minimum GPAs:

ATTEMPTED SEM. HOURS*	WARNING Q. P. DEFICIENT	ACADEMIC PROBATION Q. P. DEFICIENT	DISMISSAL Q. P. DEFICIENT
1 – 7	1 – 6	7 – 9	10 or more
8 – 16	1 – 9 <b>1.437</b>	10 – 12 <b>1.25</b>	13 or more <b>1.187</b>
17 – 23	1 – 12	13 – 15	16 or more
24 – 31	1 – 15 <b>1.515</b>	16 – 18 <b>1.419</b>	19 or more <b>1.387</b>
32 – 40	1 – 12	13 – 15	16 or more
41 – 46	1 – 9 <b>1.804</b>	10 – 12 <b>1.739</b>	13 or more <b>1.717</b>
47 – 51	1 – 6	7 – 9	10 or more
52 – 56	1 – 3 <b>1.946</b>	4 – 7 <b>1.875</b>	8 or more <b>1.857</b>
57 or more	0	1 – 6	7 or more

The current Bulletin copy will not require many changes:

### **Academic Retention**

All students must demonstrate satisfactory academic progress for retention and continued enrollment at The Florida State University. **Satisfactory Academic Progress** includes, but is not limited to, successful completion of credit hours and progression toward completing a degree. The University reserves the right not to retain students who do not demonstrate satisfactory academic progress.

Students should obtain from their academic dean or from the Office of the University Registrar a Retention Table indicating the necessary grade point average (GPA) on all course work taken at The Florida State University required for retention at the University. The Retention Table takes into consideration the number of semester hours the student has attempted and indicates the ~~quality point deficiency~~ GPA range which will place the student on academic warning, academic probation, or academic dismissal.

A minimum Florida State University GPA of 2.0 ("C") or better and an overall 2.0 GPA on all college-level work attempted is required for graduation. "College-level work" is interpreted to mean course work attempted for credit at the college level, not to include vocational, technical, or other courses not applicable toward a degree. Students should maintain at least this minimum at all times to be in good standing. To be retained in the University, a student must achieve an overall Florida State University average at the end of each term which, in the judgment of the University, is sufficiently near 2.0 to permit reaching the 2.0 average by the beginning of the junior year.

### **Warning**

As an aid to students in the Division of Undergraduate Studies and lower-division music, dance, and bachelor of fine arts (BFA) in theatre students (freshmen and sophomores), an "academic warning" will be included with grade reports at the end of the term if the cumulative average has fallen below 2.0 but not low enough to place the student on academic probation. ~~A student will be dismissed if the student's average falls within the dismissal range after a term of academic warning.~~

### **Probation**

When any student's grade point average (GPA) falls within the probationary range, the student will be placed on academic probation for one term. A student on probation must enroll for not less than twelve (12) and not more than fifteen (15) semester hours during the probationary term. If the student fails to remove the probationary status by the end of the term, the student will be dismissed.

~~Students whose averages were 2.0 or better, but whose averages within one term fall within the dismissal range, will be placed on probation for one term instead of receiving immediate academic dismissal.~~

Students on academic probation who elect to enroll in a Florida public postsecondary institution (or in an accredited institution within or outside the state) and who receive an associate in arts degree with an overall 2.0 average will have the probationary status and their previous Florida State University average removed upon application for readmission, and will be guaranteed a maximum of sixty (60) semester hours.

### **Dismissal**

The dismissed student must consult the student's academic dean about criteria governing possible readmission to the University. Students dismissed because of low grade point averages (GPA) may be readmitted by: 1) achieving the required minimum average through correspondence courses offered by the State of Florida, Division of Colleges and Universities; 2) attending and graduating with an associate in arts degree from a Florida public postsecondary institution (or an accredited institution within or outside the state) with an overall college average of 2.0 or higher; or 3) extraordinary approval of the academic dean. In the latter case, if the student fails to achieve the required GPA for unconditional retention during the first term of reenrollment, the student will again be dismissed. Students are not eligible for readmission after two dismissals.

Under option 2, students are guaranteed a maximum of sixty (60) semester hours and their Florida State University grade point average will start over upon readmission.

Grades earned at another institution cannot be used to improve The Florida State University GPA. A student cannot raise the GPA by taking courses at another institution after receiving the associate in arts (AA) degree.

Credit hours earned during any period of dismissal cannot be applied to the minimum one hundred twenty (120) semester hours required for graduation. The only exception made to this provision is for credits earned under option 2 above.

All students who enter The Florida State University are assured retention for their second term. Students may, however, be placed on academic probation at the end of the first enrolled term.

Graduate students should refer to 'Suspension and Dismissal' in the "Academic Regulations and Procedures" chapter of the *Graduate Bulletin*.

## *Intercollegiate Athletics*

## *FSU Intercollegiate Athletics*

- Sixteenth year in the ACC
- No major violations of NCAA rules in 11 years
- No part of the university budget funds intercollegiate athletic programs
- Current graduation success rate for student athletes exceeds that of the regular student body's federal graduation rate
- 15<sup>th</sup> nationally in the Director's Cup Competition in 2006.
- 19 intercollegiate sports
- 591 participants (253/208)
- 321 athletic aid recipients 190/131

## *Knight Commission Recommendations*

- **Increased institutional oversight**
- **Certification**
- **Academic reform**

## *FSU Athletics Administration*

- **Ultimate control rests with institution's president**
- **Dual reporting system**
  - Chief Financial Officer reports to the Vice-President for Finance and Administration
  - Compliance Officer reports to University Counsel
  - Director of Academic Services reports to Dean of Undergraduate Studies

## *FSU Athletics Committee*

- **Appointed by the President**
- **Majority of FSU faculty and administrators (25+9 ex officio)**
- **Chaired by faculty athletics representative**
- **Oversight and advisory role in athletics administration**

## *Faculty Athletic Representative*

- **Represent FSU (NCAA and ACC)**
- **Monitor the student athlete experience**
- **Report to the President and faculty on intercollegiate athletics**
- **Other duties:**
  - Coordinate honors and postgraduate scholarships
  - Chair student athlete appeals of institutional policies
  - Review and approve waiver requests for student athletes
  - Participate in investigation of infractions
  - Administer the coaching rules examination
  - Attend meetings of coaches, FRAC and SAAC

### *Standing Committees*

- **Academics:** Evaluates athletic academic services; reviews admission and graduation rates; holds hearings for student athletes with more than eight unexcused absences in a semester
- **Equity and Student Welfare:** Monitors equity concerns; insures compliance with Title IX; recommends the addition of sports teams
- **Budget:** Reviews the athletic department budget; insures fiscal responsibility; reviews the annual external audit of the athletics department

### *NCAA Self Study (Recertification)*

- **Process:** Broad participation in development
- **Outcome:** The university is in conformity with all of the NCAA operating principles.

### *NCAA Recertification Key Recommendations*

- the academics subcommittee should closely monitor how admission decisions impact graduation rates and other measures of academic success
- the equity and student welfare subcommittee should develop a timeline for the addition of another women's sport.

### *NCAA Academic Reform of Intercollegiate Athletics*

- **Heightened requirements for initial eligibility and continuing eligibility**
- **New metrics of academic progress (APR and GSR)**
- **Team sanctions for failure to meet APR of 925**

### *Academic Progress Rate*

- **Team APR is annually calculated by the NCAA from data produced by the individual institutions.**
- **Individual teams will be subject to penalties if they fall below an APR score of 925, which is an expected graduation rate of 50 percent of the team's student-athletes.**
- **No FSU teams fall below the 925 score.**

### *Graduation Success Rate*

- **GSR measures graduation rates at Division I institutions and subtracts transfers out of the institution provided they left the institution while academically eligible to compete.**

*Team GSR 1996-99 FSU  
Women's Sports (Div I-A)*

Basketball	79 (82)
CC/Track	90 (85)
Golf	80 (89)
Soccer	77 (89)
Softball	94 (87)
Swimming	78 (91)
Tennis	100 (90)
Volleyball	82 (89)

*Team GSR 1996-99 FSU  
Men's Sports (Div I-A)*

Baseball	80 (65)
Basketball	75 (57)
CC/Track	78 (74)
Football	52 (66)
Golf	91 (81)
Swimming	88 (82)
Tennis	82 (83)

*National Graduation Rate  
Data for Football (Div I)*

- 62% graduation success rate for white football student-athletes
- 49% graduation success rate for African-American football student-athletes
- 60% graduation rate for white male students
- 36% graduation rate for African-American students

*Florida State Results for  
Football*

- APR 952 (2005-2006)\*
- GSR (for 1996-1999) 52% overall+
  - 48% African-American (football)
  - 77% White (football)

*\*FSU ranked fourth nationally in football APR among bowl teams.*

*+1996-1999 GSR for all student athletes was 77% nationally and for FSU*