



The Florida State University  
Tallahassee, Florida 32306

Faculty Senate

AGENDA  
FACULTY SENATE MEETING  
Florida State Conference Center  
September 10, 1986  
3:45 p.m.

- I. Approval of the minutes of the April 16, 1986 meeting
- II. Approval of the agenda for the September 10, 1986 meeting
- III. Welcome to the Florida State Conference Center, M. Pankowski
- IV. Report of the Steering Committee, J. Pitts
- V. Remarks by Faculty Senate President Merrill B. Hintikka
- VI. Reports of Standing Committees
  - a. Committee on Memorials and Courtesies, J. White
  - b. Honors Committee, J. Stern
  - c. Budget Advisory Committee, F. Standley
- VII. Unfinished Business
  - a. Graduate Policy Changes, J. Standley
- VIII. New Business
- IX. University Welfare
- X. Announcements of Deans and other administrative officers
  - a. Provost and Vice President for Academic Affairs, A. B. Turnbull
  - b. Status of Graduate Research Programs, Dean R. Johnson
- XI. Announcements of the President of the University

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ANNOUNCEMENT: Provost and Mrs. Turnbull and the University Club will host the University Club Wednesday Social in the Fireside Lobby at the Florida State Conference Center immediately following the Senate meeting. The University Club will collect \$1.50 to help defray expenses.



The Florida State University  
Tallahassee, Florida 32306

Faculty Senate

FACULTY SENATE MINUTES<sup>22</sup>  
Florida State Conference Center  
September 10, 1986  
3:45 p.m.

I. Regular Session

The 1986-87 Faculty Senate met in regular session on September 10, 1986, at 3:53 p.m. in the Florida State Conference Center. Ms. Merrill B. Hintikka, Senate President, presided.

The following members were absent. Alternates who were present are listed in parenthesis following the member they represent. G. Abcarian, N. Betten, G. Brudenell, P. Coats (R. Goldsmith), M. Cowart, G. DeVore, M. Driscoll, E. Frechette, P. Garretson, G. Gorniak, J. Hoffman, T. Matherly, E. Mellon (B. Linder), M. Neeley, U. Ozanne (J. Steen), J. Plescia, D. Redfield, W. Schmidt, D. Seaton (S. Newcomb), F. Simons, J. Simmons, J. Smith, K. Vinson.

II. Approval of the Minutes

The minutes of April 16, 1986, were approved as circulated with one correction. On page 25, Graduate Policy Council should read Graduate Policy Committee.

III. Approval of the Agenda

Mr. Pitts, Vice-chairman of the Steering Committee moved adoption of the agenda with the following corrections. Under VIII. Introduction of two proposed amendments to the bylaws; under X. add c. SUS Policy on AIDS, L. Gagliano and delete XI. as President Sliger will not address the Senate today. This motion was seconded and the agenda was approved as amended.

IV. Welcome to the Florida State Conference Center, M. Pankowski

Ms. Pankowski stated it was indeed a privilege to welcome the Senate to the Florida State Conference Center for the third year. It is a tradition that will be continued. The Fall Celebration was again a huge success. The University Club sold food and refreshments at Saturday's event. As a result, \$500 will go toward a scholarship fund. Last year, CPD spent \$20,000 to sponsor 47 conferences for the University. This year Provost Turnbull has added \$10,000 to this amount to facilitate conferences and spread the word about the academic quality at FSU.

V. Report of the Steering Committee, J. Pitts

"The Steering Committee met on several occasions this summer. I would like to report that Doug St. Angelo has been appointed as chairperson of Professional Relations and Welfare Committee and that Marilyn Young has been appointed as chairperson of the Grievance Committee. Russell Dalton has been appointed to complete the term of Don Stowell and David Levenson will serve one year of Judith Nantell's term on the Curriculum Committee.

The Steering Committee has discussed the Senate calendar for 1986-87 and propose the following calendar: October 8, November 12, and December 3, 1986. January 14, February 11, March 11, and April 8, 1987. [This calendar was adopted by the Senate.]

During the summer, the Secretary to the Faculty Senate received a request to release the vote totals received by each candidate in the various Steering Committee ballots of the April 16, 1986 meeting. This request was referred to the Steering Committee and the committee in light of past Senate tradition of not publishing the vote after the Senate meeting has communicated to the individual making the request that the issue would be brought to the attention of the Senate in the fall meeting. Under University Welfare it would be appropriate for anyone who wishes to address this issue to do so.

The Steering Committee nominates John Miller, Theatre to fill a vacancy on the Graduate Policy Committee  
The Honors Program Policy Committee was not presented for confirmation in the spring and the Steering Committee would like to present the following nominees for confirmation to that committee: S. Safron, 1987; W. Tschinkel, 1988; D. Seaton, 1988; K. Glendenning, 1989; L. Cunningham, 1989; G. Kinloch, 1989 and J. Stern, 1989, chairperson. [These nominations were confirmed.]"

VI. Remarks by Faculty Senate President Merrill B. Hintikka

"In 1974, the Steering Committee charged the President of the Faculty Senate to begin the Senate's year with remarks which will provide the Senate with his or her assessment of the state of the University and with a brief outline of the goals and expectations of the Steering Committee for the coming year. To look back over the remarks of my predecessors is to be reminded that the Senate has been consistent in its goals: maintaining the central importance of our mission as a comprehensive graduate and research institution in determining university policy; implementing our conviction that this mission fosters educational opportunities of the highest quality for our undergraduate students as well as for our graduate students; working with administrative officers to meet our enrollment needs with highly qualified undergraduate and graduate students; and preserving the important role of faculty in the governance of Florida State.

These goals are continuous ones: they are not goals to be reached and then put behind us; rather, they are goals of maintenance and preservation. It is not surprising, then, that the same goals recur. Nor should it be discouraging that they recur. Their recurrence is not a mark of our failure in implementing them but rather of our success in selecting them.

While I will not speak to each of these goals, I wish to speak to you of the importance of the role of faculty in governance at FSU. In the eight years I have been at Florida State, I have heard frequently that we are unique among State University System institutions in Florida in respect to the role of faculty in governance; you have no doubt also heard this point made frequently. I confess that I had heard it so often that when I found myself making the same point, I sometimes wondered if I was merely repeating a litany. After a year as your Senate President, I wonder no more. It is true that FSU is unique among her sister institutions in Florida, and it is vitally important. I will mention only two incidents. Early last autumn, the Steering Committee met with Chancellor Reed, Regent Dubey Ausley, and then Student Regent Giovanna Welch. Chancellor Reed was new to the SUS and set out to visit each campus. After some "let's all get to know each other" type conversation in which we had spoken to a variety of needs, the Chancellor smiled and said, referring to the budget proposal he was building to take to the Legislature, "Well, at least I know what the faculty wants most: higher salaries!" The Steering Committee also smiled, and contradicted him. We indicated that adequate support for graduate students, particularly graduate teaching and research assistants, was more important in the near term. Of course we said that we did not know too many faculty members who would turn raises down. But we were clear that the dollars it would take to give all faculty members another one-half or one percent raise would do much more for the University if they were available as competitive stipends, matriculation fee waivers and out-of-state tuition waivers. In his first year, the Chancellor was able to bring the Legislature to accept the principle of such waivers, even though the calculation used to determine the amount necessary to fund them was flawed this year. If we think back but a few years, we remember all too clearly that graduate education and research were about as popular as designer drugs in Florida. As faculty, you know about what we said in that conversation concerning FSU, the interdependence and mutual support of its various undergraduate, graduate and research programs, and the responsibilities which our society and our state have placed on institutions of higher learning. But it was the Chancellor's first encounter with faculty members assuming their responsibility for the continuing life of their institution.

The second incident I mention to emphasize the uniqueness of the role we as faculty play in governance at FSU comes from the Budget Hearings held this summer by the Board of Regents. There each institution spoke of its needs and of what it would do with increased funding, were it forthcoming. Seven universities brought forth their presidents and myriad vice presidents of more divisions than I can remember; the University of Florida brought forth the above in greater number plus a dean and a director, or two or three, thrown in to spice up the offering. FSU brought forth its president, the chair of the Senate Budget Advisory Committee, and the president of the Faculty Senate. Oh, we had our vice presidents there in case questions were addressed to them, of course. I don't recall that any were. Nor is this the first time that members of the Senate have been involved in this session with the Board. You are correct if you guess that I would not be including this item if I were not confident that the contrast served FSU well.

Three years ago, the Steering Committee placed particular emphasis on attracting qualified undergraduates to FSU in sufficient number to meet our enrollment needs, urging that adequate resources be invested in Admissions Office staff and equipment. Last year, applications from both prospective freshmen and prospective transfer students were up significantly from preceding years. Since our 'show rate', the percentage of those admitted who actually enrolled, remained about what it had been, our freshman class is large; this is hardly news to any of us with classes this semester! But when the Board of Regents calculates enrollment, it counts not student bodies but mythological creatures called full time equivalents (FTEs). Even so, our enrollment figures look better than they have for several years. Since we continue to be funded according to enrollment targets and how well we meet them, this is indeed encouraging. And the Admissions Office seems well on track to continue its successful recruiting.

Last year, I indicated that the Steering Committee had set as its primary goal support of those steps necessary to attract top quality graduate students. Many of you and of our colleagues have shared with members of the Steering Committee your frustration that we have not been as successful in attracting the high quality of graduate students for whom we have excellent programs as we have been in attracting excellent undergraduate students. While the Chancellor's success in getting the Legislature to accept the principle of matriculation fee waivers and tuition waivers for teaching and research assistants is an important step in that direction, it is surely not sufficient. This year the Steering Committee reaffirms its commitment to work to encourage steps which will facilitate the admissions process for graduate applicants, to increase funds available for graduate students, and to bring the time at which we are able to offer funds to

prospective graduate students into line with the time at which they are making their graduate program decisions. To this end, we are encouraged that the Chancellor realizes that we need to know about available funds long before the Legislature adjourns.

I have chosen the examples above to remind us that the work we do as members of the Faculty Senate is important. We are entitled to that reminder, even to the point of some self-congratulations; for we need no reminder that the work we do consumes important time. There are, to borrow a phrase, two reasons for us as faculty to do this work of governance: the first is that if we do not do it, there is no one else to do it; the second is that if we do not do it, there is someone else to do it.

In Article IV of the FSU Constitution the Faculty Senate is identified as the basic legislative body of the University. It has jurisdiction to formulate measures for the maintenance of a comprehensive educational policy and the maximum utilization of the educational resources of the University. And it has jurisdiction to determine and define University-wide policies on academic matters, including Liberal Studies policy, admissions, grading standards, and the requirements within which the several degrees may be granted. There you have it, simply stated, the integrity of the University, in the many senses of "integrity."

Over the years the Senate has worked to develop a comprehensive committee system to attend to the many details of its responsibilities, leaving the full Senate free to address well conceived committee recommendations and matters of policy. To that end I call now on some of those committees for reports."

VII. Reports of Standing Committees

a. Committee on Memorials and Courtesies, J. White

"The Faculty Senate Memorials and Courtesies Committee is charged with the responsibility of extending to the families of the University faculty its sympathy in times of critical illness or death.

The Committee began its 1985-86 academic year activities with a fund of \$111.30 carried over from the 1984-85 academic year. During the 1985-86 academic year, the Committee received contributions of \$453.00 for a total working capital of \$564.30. During the same period, the Committee sent flowers or plants to the families of faculty members on six different occasions for total expenditures of \$182.51, leaving a working capital of \$381.79 for the current academic year.

The Committee requests your assistance by informing either Professor Elizabeth Piccard, Professor Earl Beck, or myself of the critical illness or death of a colleague in your academic unit. Your cooperation is needed to support the Committee in discharging

its duties.

Funds will not be solicited at this time, but later by means of personal written communication.

b. Honors Program Policy Committee, J. Stern

Mr. Stern reported that the Honors Program is doing very well. Enrollment is up almost 50% as are the number of Honors courses now being offered. A number of schools are participating in the growth of this program. The Honors Program is visibly important to our success to attract students and we encourage you to make that known in program material circulated to high school students. Make clear to parents that FSU offers what private institutions offer for less money.

c. Budget Advisory Committee, F. Standley

"This report will be very brief as the Committee has not yet had a formal meeting since the spring session of the Senate. Committee members for the year are Merrill Hintikka, John Priest, James Pitts, Williams Shrode, Philip Sorensen, Jack Waggaman, and myself.

To this time the committee's role in the budget process has been primarily a role of reacting. For example, when the University had to submit a Five Year Budget Plan to the BOR last summer, committee members Hintikka, Pitts and Standley were asked to meet with Tom McCaleb and to respond to the initial proposal. We did so and suggested some changes which were incorporated into the plan finally submitted. This plan, by the way, had as one of its goals the implementation of the results of the Strategic Planning and Budgeting process of last year.

Concerning the current academic budget for 1986-87, however, the Committee has played only a very limited role. The committee was not significantly involved in the allocation planning or implementation either before or after the Legislative session. In early August we did get, upon request, some information about the allocations that had been approved by the Executive Council. A bit earlier than that we also urged the Provost to fund for this year the mandated increase in the telephone costs off the top of the budget and to pass those funds to the units in order to curtail the diversion of normal funds for travel, etc., from being used to meet those increases; he reported that he had done so.

The Committee will be asked shortly for a detailed account of the budget allocations for the current year and a comparison of that with last year's allocations. All such data will be reported to this body. Additionally, we will adopt a plan for a more

pro-active role in all phases of the budgetary planning and allocation procedures for next year's budget. We do not assume that the faculty should set the budget but that the administration should do so. We only believe that the faculty should participate actively."

VIII. Unfinished Business

a. Graduate Policy Changes, J. Standley

The following are changes in Graduate Policy matters as they were approved by the Faculty Senate:

1. The minimum number of dissertation hours for completion of a doctoral degree shall be 24 semester hours.
2. The minimum number of thesis hours for completion of a master's degree shall be six hours.
3. Satisfactory completion of a Preliminary Examination shall be required for admission to candidacy for the doctoral degree. No student may register for dissertation or doctoral treatise hours prior to the point of the term in which the Preliminary Examination was passed. An Admission to Candidacy Form must be completed and on file in the Office of the Dean of Graduate Studies prior to registration for dissertation/treatise hours. After completion of the Admission to Candidacy process, the student may retroactively add dissertation hours for that semester in which the Preliminary Exam was completed.
4. The student who has been admitted to candidacy must register for dissertation credits each term in which a substantial amount of work is being done on the dissertation. A student who has completed the required coursework and continues to use campus facilities and/or receive faculty supervision but who has not made a final dissertation submission shall include in the required full-time load of twelve hours, a minimum of two dissertation hours per term. Those with underload permission must register for at least two hours of dissertation credit per term. The exact number of hours shall be determined by the major professor based on the proportion of faculty/staff time, facilities, and other resources needed to support the student.
5. The student must register for thesis credits each term in which a substantial amount of work is being done on the thesis. A student who has completed the required coursework and continues to use campus facilities and/or receive faculty supervision but who has not made a final thesis submission shall include in the required full-time load of twelve hours, a minimum of two thesis hours per term. Those with underload permission must register for at least two hours of thesis credit per term. The exact number of hours shall be determined by the major professor



based on the proportion of faculty/staff time, facilities, and other resources needed to support the student.

6. Registration shall be required in the final term in which a degree is granted and shall consist of a minimum of one semester hour of thesis/dissertation/treatise credit even if the student has completed the requirements for the degree in previous semesters. This is to reimburse the University for the administrative costs of manuscript clearance and final degree clearance procedures.

IX. New Business

a. Proposed amendment to the Faculty Senate Bylaws, M. Roeder

This amendment is presented today for reading. It will be brought to the Senate in October for discussion and vote.

Section E-Elections

1(b) now reads "At the first meeting of the new Senate it shall elect from its ranks the Senate President. A majority shall be required for election".

Substitute 1(b)

The March meeting of the Faculty Senate shall be the last regular meeting that Senate for the Academic Year. Members of that Senate shall hold office until the first meeting of the new Senate. The new Senate shall be seated at the April meeting date, with the previous Senate President presiding until the new Senate shall elect its President from its ranks. A majority shall be required for election. The Senate may receive reports and conduct business during elections for both the Senate President and the Steering Committee.

Rationale for the change. The Senate had previously adopted a time for adjournment at 5:00 p.m. Over the last several years the business of the old Senate had delayed the new Senate from meeting until after 5:00 p.m., presenting a burden on many members of the new Senate.

On April 20, 1983, the new Senate convened at 4:20 p.m.  
On April 18, 1984, the new Senate convened at 5:10 p.m.  
On April 17, 1985, the new Senate convened at 5:00 p.m.  
On April 16, 1986, the new Senate convened at 5:15 p.m.

- b. Proposed amendment to the Bylaws of the Faculty Senate,  
Steering Committee

This amendment is presented today for reading. It will be brought to the Senate in October for discussion and vote.

Section A. 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. The regular meetings shall be scheduled ~~the third-Wednesday-of-each-month~~ on Wednesdays. At the April meeting of the Senate, the Steering Committee shall present for confirmation by the Seante the dates for regular meetings of the Senate during the following academic year.

X. University Welfare

- a. Release and/or publish results of Steering Committee election

Ms. Hintikka reminded the Senate that this time had been allocated to discuss the question of releasing and/or publishing the results of the Steering Committee elections. After a brief discussion the Senate voted to publish the number of votes received by nominees for election to the Steering Committee. After another brief discussion, it was agreed that anyone who wishes to know the results of the April 16, 1986 elections could contact the Secretary to the Faculty Senate.

- b. Resolution concerning the School of Visual Arts

Mr. Standley, on behalf of the Steering Committee, presented a resolution concerning the School of Visual Arts. The motion to adopt was seconded and there was discussion.

It was moved and seconded to amend the resolution by adding clause #3. The motion to amend passed.

It was moved and seconded to postpone action on the resolution until the October meeting of the Senate. During discussion of this motion, a Senator rose to a point of information, inquiring under what conditions the Senate could meet in special session. Senate President Hintikka read Section A2 of the Bylaws of the Senate, which deals with special sessions of the Senate and asked for a show of hands, which revealed that the requirements for a special session could be met if necessary.

It was moved and seconded to amend the motion to postpone by substituting "September 17" for "the October meeting". The motion to amend was defeated.

The motion to postpone until the October Senate meeting was defeated. The amended resolution was adopted by the Senate (page eleven).

XI. Announcements of Deans and other administrative officers

a. Provost and Vice President for Academic Affairs, A. Turnbull

Due to the lateness of the hour, Provost Turnbull made a few brief remarks. 1) The enrollment for this year is up; 2) he welcomes the representation of the Budget Advisory Committee and their interests and concerns over budget matters; 3) the President asked that he announce that small grants for faculty has been funded and the Nichols Committee will be active very soon; 4) there is money for renovation/maintenance, also an energy conservation package which is matched by Exxon.

b. Status of Graduate Research Programs, Dean R. Johnson

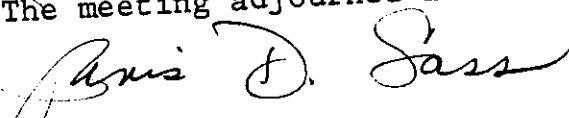
Dean Johnson's report is included as Attachment 1.

c. SUS Policy concerning AIDS, L. Gagliano

The SUS Policy concerning AIDS is Attachments 2. If you have any concerns or questions, please contact Mr. Gagliano at 644-3010.

XII. Adjournment

The meeting adjourned at 5:41 p.m.



Janis D. Sass  
Secretary to the Faculty

Resolution for Consideration  
under X University Welfare  
Faculty Senate, September 10, 1986

Whereas the Constitution of The Florida State University states "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 the exercise of this freedom in an area of scholarly interest" (Art. VI. Sec. c); and

Whereas the Dean of the School of Visual Arts recently ordered a painting by a Florida State University faculty member to be removed from a faculty art show in the Fine Arts Gallery, thereby flagrantly disregarding the meaning of "Academic Freedom" as embodied in the above provision of the Constitution;

Therefore, be it resolved by the Faculty Senate that

1. it deplores this action by the Dean of an academic unit,
2. it requests the President and the Provost to reaffirm publicly the commitment of the University to the historic and continuing mission as stipulated in the Constitution, and
3. it calls upon the School of Visual Arts to develop procedures fully protective of the rights set forth in Article VI, Section C of the Constitution.

This resolution was adopted by the Faculty Senate on September 10, 1986.



The Florida State University  
Tallahassee, Florida 32306-3019

Office of the Vice President for  
Student Affairs

September 5, 1986

M E M O R A N D U M

TO: DEANS, DIRECTORS, AND DEPARTMENT HEADS  
FROM: Bob E. Leach *Bob E. Leach*  
Vice President for Student Affairs  
RE: POLICY ON AIDS

Please find attached the State University System Aids Policy. This policy statement was prepared by the Board of Regents and is now the official policy at Florida State. In this policy, an individual with AIDS is considered to be handicapped and as such will be accommodated by the University just as any other handicapped individual.

Early in August, President Sliger established the Campus Committee on AIDS. The committee has been asked to coordinate educational efforts on AIDS, develop and monitor the various privacy policies and procedures assuring confidentiality in matters related to AIDS, to review university policies and procedures to see that they are in compliance with the SUS AIDS policy. Dr. Frank Gagliere, medical director of the Student Health Center and chair of the committee, may be reached at 644-3010 if you have questions or concerns.

I encourage all of you to read the attached policy and to help us in our efforts to comply with it.

BEL/md

Attachment



The Florida State University  
Tallahassee, Florida 32306  
Student Health Services

September 5, 1986

M E M O R A N D U M

TO: DEANS, CHAIRMEN AND DEPARTMENT HEADS  
FROM: L. F. GAGLIANO, M.D., CHAIRPERSON ON  
UNIVERSITY COMMITTEE ON AIDS *LFG*

The Board of Regents, this summer, has promulgated a policy on the Acquired Immune Deficiency Syndrome, a copy of which is attached. This is now the official policy of FSU.

In this policy the individual with AIDS is considered to be handicapped and as such will be accommodated by the University just as any other individual with any other handicap. An employee with AIDS cannot be discriminated against solely on the basis of the handicap.

Further, students with AIDS cannot be denied admission to the University, or the opportunity of living in Residence Halls solely on the basis of AIDS.

The policy goes on to identify groups in the University which are at greater risk of contracting AIDS, i.e., students in the health fields, employee in the area of public safety and custodial workers.

The medical evidence, at this point in time, suggests that AIDS is not transmitted by casual contact but rather by intimate contact. Blood and certain body fluids appear to harbor the AIDS virus.

The University Committee on AIDS has begun meeting and I have volunteered to serve as the AIDS counselor which is referred to on page 2 of the policy statement.

We have no way of knowing whether all University divisions are aware of or are in fact complying with the BOR policy.

We are therefore requesting each division notify us by October 17, 1986 as to policy compliance. If not in compliance, please alert us as to the reason and we will help in any way we can.

Brochures and posters on the subject of AIDS are on order and will be distributed when available.

If there are any questions, please call me at 644-3010.

Your attention and cooperation in this matter are greatly appreciated.

LFG:reg

ATTACHMENT 1  
page twelve

Robert M. Johnson Dean, Graduate Studies and Research

Report to the Faculty Senate

September 10, 1986

Overall Graduate Studies and Research at FSU is strong and seem to be growing. Even though, E&G funding has not been especially good at the graduate level, some of the loss is due to our own policies or worse, lack of enforcement of others. I will speak to this later, but now, I want to address two major concerns - both of which relate to the funding of Graduate Education and Research.

1. Graduate degree production - is it declining?

The production of Ph.D. degrees declined steadily from 1980 until 1985, with 336 degrees in the earlier year and 257 in 1984-85. Happily however, there has been an upturn with the awarding of 266 doctoral degrees in the 1985-86 academic year.

In the case of the Masters' programs a similar steady decline appears to have been halted in the 1983-84 academic year when only 102 thesis-type Masters and 704 non-thesis degrees were awarded.

Since that time there has been a clear upward trend with 131 thesis and 791 non-thesis degrees awarded this last year.

These trends are encouraging, suggesting that our increased emphasis on recruiting and more competitive stipends have had beneficial effects. One would expect that this years legislative action making possible the waiving of matriculation fees for graduate assistants will give our recruiting efforts another boost. To insure continued funding in the future, we must insist on all students registering for the minimum of 12 hours per semester. Reduced loads (below 12 hr. minimum) need to be carefully controlled as this leads to reduced student credit hours and ultimately reduced funding. Our budget allocation for in-state and out-state tuition waivers were less than required because of our past practices and freely allowing a reduction below 12 hours. Hopefully, we have seen our mistakes and have taken steps to insure a higher budget allocation for graduate support next year.

2. Faculty Research--What is FSU doing to increase its outside support?

It is a real tribute to the Faculty of FSU that in a time of limited state resources they continue to increase the quality as well as the quantity of graduate research. Of necessity then, C&G funding provides a large part of the financing for the university. The increase of such funding has been continuous over our entire history as a university and continues to

increase. I shall merely say in summary that much of the up-to-date teaching equipment and physical plant of this university has been built by federal funds obtained by individual faculty members and by task forces of faculty and administrators. It maybe true but also largely true to say that this university has been built by its faculty. They have seen their opportunities and have taken advantage of them. Just think what research and graduate education at Florida State University would be without extra-mural funding, or for that matter, how undergraduate education would have fared.

I don't wish to present on a lot on facts and figures or point to any one program, but let me use a few to illustrate my point. Keep in mind these are statistics for FSU where there are no major Medical Program, Agricultural program, and only a good but developing Engineering Program.

Expenditures of Sponsored Research Funds:

1970 - 11.6 million dollars  
1980 - 20.7 million dollars  
1985 - 35.6 million dollars  
1986 - 42.0 million dollars

FSU receives grants from more than:

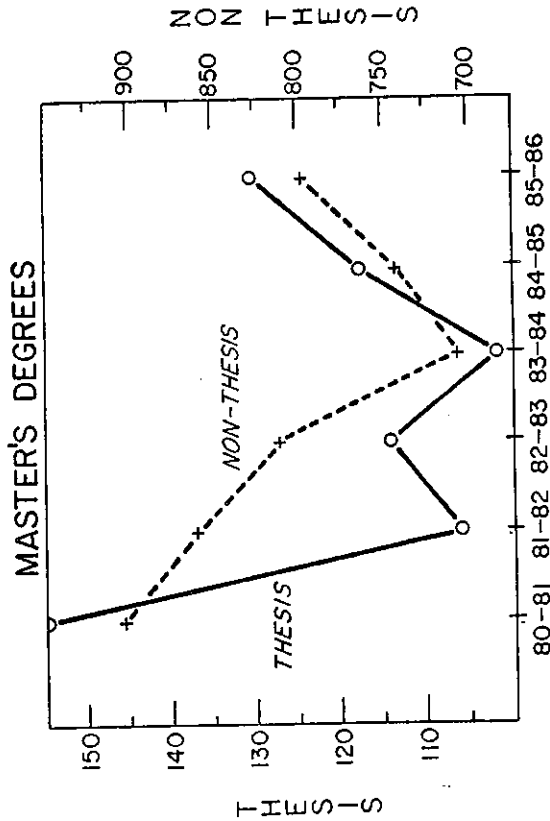
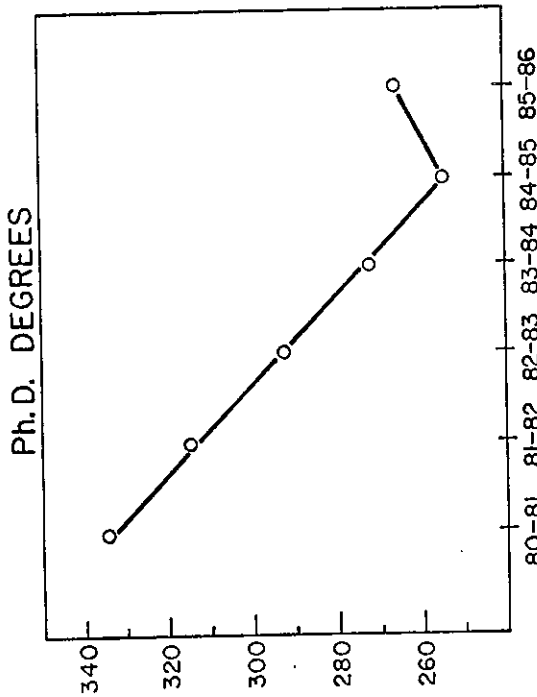
40 federal agencies  
35 state agencies  
30 private agencies

Our Sponsored Research Fund that once had to return 60% of its revenues to the State now retains 100% of that. We are now returning 75% of this fund to the direct support of the University Research Program. The remaining 25% is used in support of university research administration which receives no direct support from E&G funds.

Could we increase this funding? Yes - Let's look at two ways that we might pursue -realizing there may be others.

Faculty certainly need to continue to seek more extra-mural funding but, how much more can be done is not certain. In 1985, our faculty of approximately 1100 submitted 619 proposals - 238 new awards were made giving us a new high of 751 active projects. In 1986 there were 723 proposals submitted - 449 new awards with a new high of 805 active projects for the period ending, June 30, 1986. I am very proud of the effort the faculty are making and I am certain that we will continue to grow in research productivity as new faculty in Engineering and the Research Computing Institute are brought in. But again, a real strain is being placed on our research facilities. Without E&G renovation and new construction, some new projects may have to be turned down. We may be forced to use C&G funding for equipment replacement, facility renovation, and new facilities such as that proposed in Innovation Park. This may well become our only campus expansion

# DEGREE PRODUCTION



opportunity -- a natural one of University Research blending into a planned Engineering, Industrial development.

The State and other non-federal agencies need to fund a greater proportion of the real cost of research.

Indirect Costs are a necessary part of the total cost of doing research. Universities have never been able to collect fully indirect costs, moreover, some agencies refuse to pay any of these costs. The State of Florida for example pays less than 1% while the federal government allows full allowable costs. Efforts are underway to correct this in equity.

What lies ahead - can we continue to grow?

Two major pressures from the National level may have very serious negative effects upon our continued growth in contract and grant funding.

### The Federal budget deficit.

We are already seeing some losses in 1986. Several projects have experienced Gramm-Rudman cuts that have slowed progress, but to my knowledge, no obviously adverse affects have yet occurred.

1986-87 and beyond may tell a different story - many Principal Investigators have been informed of 10-20% cuts in their continuing awards. New awards, however will not be as hard hit as continuing awards which have prior personnel commitments to live up to, particularly Graduate and Post Doctoral students.

Using their SRAD funds, Department Chairs and Deans will need to work closely with P.I.'s to insure continuity of these research programs.

### Indirect Cost.

It is a stated goal of the Federal government, (OMB) that indirect costs must be reduced. Don't cheer too loudly, as no one in government has said - "lets put the savings back into the direct support of research." In fact, many have said that these cuts could provide upwards of \$300 million to help reduce the deficit.

We got lucky this year - I was able to hold our indirect cost rate at 44% MTDC, but we need to take some positive administrative steps this year to prevent a real loss next year. You might ask, "why worry, these costs were only rip offs anyway". Aside from being very real to the University costs, let me point to our policy of returning 50-75 of these earned funds to the managing level of Research Programs at FSU - the Department and College. This directly translates into P. I., and Graduate student support.

We at FSU must continue to work closely with our professional associations, councils and others to help insure a strong continued participation in research by the Federal government. One such effort needs special attention here.

There is a major new effort in the nation to reduce costs and to streamline our sponsored research system that has acquired thick layers of administrative, management and financial procedures due to actions which were the result of accountability decisions (that seemed necessary and appropriate at this time) by Congress, Executive agencies, State Governments and Universities. Clearly something needs to be done to develop new procedures for the federal support of university research projects that will improve the management efficiency and the productivity of the sponsored research system (The P.I.), and I might add, produce a real cost savings.

I am pleased to report that FSU together with other universities in the State University System and the University of Miami are coordinating a 2 year study that I predict will lead to a prototype for a new efficient research management system. The study is sponsored by the Government-University-Industry Roundtable for the National Academy of Sciences, the National Academy of Engineering and the Institute of Medicine. The implementation of the program was announced to FSU with my memo of June 12, 1986.

The federal agencies participating in the Project are the Department of Agriculture, the Department of Energy, the National Institutes of Health, the National Science Foundation, and the Office of Naval Research. Substantial support is being provided by the Office of the Secretary of the Department of Health and Human Services. Grants administration and financial management staff from these agencies have provided the leadership and creativity for the project. Other agencies have expressed interest and may join in during the course of the Demonstration Project.

The core of the Demonstration Project is a standard federal instrument for the support of university research projects. All of the agencies will use a standard set of General Terms and Conditions for the post-award administration of research project grants and will supplement this standard set with agency-specific provisions only to the extent necessary to meet legislative requirements and mission goals.

The central features of the General Terms and Conditions are: 1) the elimination of federal requirements for prior approvals except for change of scope, change of investigator, and change of awardee institution (e.g., no federal requirements for prior approvals for foreign travel, permanent equipment purchases, and changes in budget); 2) simplification of administrative procedures, such as the authorization to universities to allow 90 days pre-award costs, a one-time, twelve month, no-cost extension, and carryover of unobligated balances

with no federal prior approvals and the requirement only for annual progress reports and financial reports; 3) the introduction of the option, with approval of the funding agencies, for the administrative and accounting unit to be the investigator's program of research rather than individual projects; and 4) the assurance of accountability in research through pre-award and post-award review of the science and of administrative procedures, with fewer transaction-by-transaction reviews during performance (i.e., pre-award scientific and technical review of proposed research and the dollars proposed to be spent on it, pre-award approval of recipient's pertinent business and management systems, review of the research progress or product, and audit review to assure that funds were spent for the relevant program of research).

The oversight structure for the Demonstration Project provides a ready means for obtaining the information necessary to document the effects of the Project. Each participating university has appointed its own coordination committee consisting of representatives from all elements of the university community related to sponsored research. The Chancellor of the Florida State University System has appointed a statewide steering committee to oversee the entire project from the state's perspective. The committee includes representatives from the public university system, the University of Miami, the Florida state legislature, the Governor's Office, the State Comptroller's Office, as well as ex officio members from Roundtable, and the Council on Government Relations. Each federal agency will evaluate its participation in the Demonstration Project. And, finally, the Government-University-Industry Research Roundtable will continue to provide a focal point for convening all the parties involved in the Demonstration Project and will work with them in establishing procedures for documenting the impacts of the new arrangements being tried out in the Project.

In spite of all the funding problems I see ahead - FSU research will continue to grow - due to the dedication of the faculty and the quality of new faculty we bring to our programs. I just wish we could get a greater increase from the State - as this too would add a greater awareness of a total University and State commitment to our research program which is always translated by federal and private concerns as a good reason to increase their investment in our research program.



STATE UNIVERSITY SYSTEM

AIDS Policy

It is the policy of the State University System (SUS) to balance the rights of Acquired Immune Deficiency Syndrome (AIDS) victims to an education and employment against the rights of students and university employees to an environment in which they are protected from contracting the disease. In the belief that education can exercise some control over the spread of the disease, and help the public to respond in a reasoned manner, the SUS is committed to providing the university communities and communities at large with education on the nature and transmission of the disease and the legal rights of AIDS victims.

Each university will be flexible in its response to incidents of the disease on campus, evaluating each occurrence in light of its general policy and the latest information available. A university Committee consisting of appropriate representatives shall be responsible for acting upon and administering the SUS Policy on AIDS in specific cases, and coordinating the university's efforts in educating the university community on the nature of the AIDS disease. Pursuant to these responsibilities, the Committee will meet regularly to monitor the university efforts at educating the university community on AIDS. The Committee will meet on an "as needed" basis to consider individual occurrences of the disease and recommend appropriate action.

The university Committee on AIDS will designate an AIDS counselor available to the student body and employees on a request basis to answer questions and provide counseling with regard to the disease. Contact with the AIDS counselor will be confidential. The location of the AIDS counselor and the hours the counselor will be available will be posted prominently throughout the university and included in the AIDS Policy which will be distributed to students at registration and to all employees.

EDUCATION

Each university will make available to its students and employees information about the transmissibility of the disease and precautions that may be taken by AIDS victims and non-victims to prevent the spread of the disease. Coordination of this educational effort will be the responsibility of the university Committee on AIDS.

GENERAL GUIDELINES

There is no evidence to indicate that AIDS can be spread by casual contact. The evidence demonstrates that the AIDS virus (HTLV-III/LAV) requires direct passage through body fluids to cause infection. The greatest risk, therefore, lies in the use of contaminated syringes or exposure via intimate contact with an infected partner.

Recent developments in the law in Florida and the nation in general indicate that AIDS is included in the definition of a handicap for purposes of state law prohibiting discrimination in employment on the basis of handicap, and the federal Rehabilitation Act of 1973 which prohibits discrimination against qualified individuals by employers and by those who provide services with the assistance of federal funding ('S 503 and § 504). Under federal law the university as an employer and a provider of educational services must make reasonable accommodations for AIDS-handicapped individuals.

The SUS will be guided in its actions by the most recent medical evidence, the federal regulations implementing § 503 and § 504 of the Rehabilitation Act, the guidelines suggested by the Centers for Disease Control (CDC), the Public Health Service, the American College Health Association, the Department of Health and Rehabilitative Services, and the Governor's Task Force on AIDS.

MEDICAL BACKGROUND

AIDS was first reported in the medical literature in 1981. A significant number of homosexual men in California had developed rare opportunistic infections seen only in cases in which the individual's immune system had been destroyed. Healthy individuals with functioning immune systems do not develop opportunistic infections. The underlying pathology in AIDS is a breakdown of the body's immune defenses caused by a virus known as HTLV-III/LAV.

The virus attacks specific cells of the immune system responsible for controlling the immune system's ability to destroy microorganisms and the cells they infect. Specifically, the AIDS virus destroys lymphocyte "T-helper" cells. These cells recognize invading microorganisms and activate the immune system which in turn destroys the invading microorganisms. The immune system is rendered inactive by HTLV-III/LAV, and therefore the body is opened to infections by pathogens that would otherwise be harmless. Anyone infected with this virus, whether or not they have symptoms, is presumed infectious.

The CDC has identified a discrete number of groups in which there is high incidence of AIDS. These include homosexual and bisexual men, intravenous drug abusers, hemophiliacs, recipients of blood transfusions, sexual partners of persons infected with HTLV-III/LAV, and infants born to mothers who are infected with HTLV-III/LAV at the time of birth.

A cumulative total of 18,405 cases have been reported to the CDC in Atlanta as of February 1986. Florida has confirmed 1,224 cases for the same time period. Seventy-five percent of the Florida cases are reported from Monroe, Dade, Broward and Palm Beach counties. Currently, the only effective means of limiting the continued transmission of AIDS is through education regarding risk factors, mechanisms of disease transmission and means for prevention.

LEGAL BACKGROUND

The Rehabilitation Act of 1973 prohibits discrimination against qualified handicapped individuals by institutions which receive federal financial assistance which have contracted with the federal government. The SUS receives federal funds; therefore, each university must comply with the provisions of the Rehabilitation Act. Under the Rehabilitation Act a university may not discriminate against any employee or student who has a physical or mental impairment which substantially limits one or more major life activities, who has a record of such an impairment, or who is regarded as having such an impairment. Although there are no reported court decisions in which an individual has alleged discrimination on the basis of handicap because of AIDS, it is generally believed AIDS is a handicap under the Rehabilitation Act.

In an analogous case, Arlines v. School Board of Nassau County, the Eleventh Circuit of the United States Court of Appeals held that the language of the Rehabilitation Act in every respect supports a conclusion that persons with contagious diseases are within the coverage of the Rehabilitation Act. Although the plaintiff in Arlines had tuberculosis, the decision may apply to any contagious disease which "substantially limits major life activity." AIDS is a contagious disease which substantially limits major life activity.

The Court in Arlines also stated that an employer may not arbitrarily determine that an individual's handicap prevents the individual from performing

required duties. The employer must make a "well informed judgment grounded in a careful and open-minded weighing of the risks and alternatives..." (Arlines, 772 F.2d 765 (1985 at 765)).

Section 504 of the Rehabilitation Act of 1973 states that:

" No otherwise qualified handicapped individual in the United States...shall, solely by reason of handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity conducted by an Executive agency..."

The Department of Health and Human Services enforces the Rehabilitation Act and has issued rules that must be followed by any institution receiving federal funds. Under those regulations a university may not deny an AIDS victim admission to the university because the individual has AIDS. Furthermore, the university may not ask students applying for admission whether they have AIDS or require a serologic test for infection with HTLV-III/LAV (45 C.F.R. § 84.42(b)(4) and (c)). If students with AIDS require special accommodations due to their illness, the university may inquire about the disease after the student has been admitted. Records gathered by the university about a student's disease are confidential, as provided by federal regulations.

The university must offer students with AIDS the same opportunities and benefits offered non-handicapped students. This requirement includes access to educational programs, counseling, health insurance, housing, employment opportunities, transportation, health care, and financial assistance.

The university may not impose any rules upon enrolled AIDS victims that have the effect of limiting the student's participation in the university's educational programs or activities.

A recipient of federal funds is also prohibited from engaging in employment discrimination against handicapped individuals under the Rehabilitation Act. As a recipient of federal funds, the university may not discriminate against infected applicants or employees by action which adversely affects their opportunities or status unless the handicap substantially interferes with the employee's ability to perform job duties. Thus, the university must use the same criteria to evaluate applicants or employees with AIDS as it uses to evaluate non-handicapped applicants or employees.

Under the regulations adopted by Health and Human Services, the university may not require applicants to submit to a medical examination as a condition of employment. The university may ask an applicant about his or her ability to perform a job, but may not ask an applicant about his or her physical disabilities. University records regarding an employee's handicap condition are confidential, as provided by federal regulations.

Under the Rehabilitation Act, the university is required to reasonably accommodate the special needs of students and employees with AIDS unless the university can show that accommodation causes undue hardship. Generally, the accommodation does not produce an undue hardship unless funds must be expended to accommodate the handicapped individual.

Each university must also comply with state law prohibiting employment discrimination against handicapped individuals. The state agency responsible for enforcing the anti-discrimination statute, Chapter 760 of Florida Statutes, is the Commission on Human Relations. Recently, the Commission on Human Relations decided that there was cause to believe that Broward County had illegally discriminated against an employee who was terminated solely because he had AIDS, finding that the disease is a handicap under state law and that the county therefore must make reasonable accommodation.

Chapter 760 of the Florida Statutes prohibits employment discrimination against handicapped individuals by employers with more than fifteen employees. The university may not "discharge or fail to hire or otherwise discriminate with respect to compensation, conditions, or privileges of employment" because the individual has AIDS. (Fla. Stat. § 760.10(1)(a)). In addition, the university may not segregate or classify a handicapped individual in any way which would deprive or tend to deprive any individual of employment opportunities. Furthermore, it is unlawful to adversely affect any individual's status as an employee because of "...handicap." (Fla. Stat.

§ 760.10(1)(b)). An AIDS victim may not be isolated by the university unless the individual poses a scientifically proven risk to co-workers or students. The language of Chapter 760 protects handicapped employees and, therefore, AIDS victims from arbitrary dismissal, discrimination in hiring, promotion, and compensation decisions, and any other actions an employer may take that adversely affect an employee's status.

ACTION GUIDELINES

Definition

For the purpose of these guidelines, an infected individual

means:

- (a) an individual who is diagnosed as having AIDS;
- (b) an individual who is diagnosed as having AIDS Related Complex (ARC); or
- (c) an individual who is determined to be HTLV-III/LAV antibody positive but has not yet developed the symptoms of AIDS or ARC.

MINIMUM GUIDELINES FOR STUDENTS

Student Admissions

Admission will be denied to a qualified student solely on the ground that the student is infected individual.

STUDENT SUSPENSION FAVES OF ABSENCE, WITHDRAWALS

No student will be required to cease attending the university solely on the basis of a diagnosis of infection. Such decisions will be made only after reasonable accommodations have been made and an examination of the facts demonstrates that the student can no longer perform as required, or that the student presents a health risk to himself or the university community.

Recent information indicates that the central nervous system may become infected by the HTLV-III/LAV virus. This infection may lead to progressive neurological and cognitive dysfunction and consequent inability of the student to maintain his scholastic performance. Decisions regarding remedial or disciplinary action in such cases should take these facts into consideration.

STUDENTS LIVING IN THE DORMITORIES

- 1. A student shall not be denied the opportunity to live in the dormitory solely on the basis of a diagnosis of infection.

2. Disposable syringes and needles, scalpel blades and other sharp items should be placed in puncture-resistant containers located as close as practical to the area in which they were used. To prevent needle stick injuries, needles should not be recapped, purposely bent, broken, removed from disposable syringes, or otherwise manipulated by hand.

3. When the possibility of exposure to blood or other body fluid exists, routinely recommended precautions should be followed. The anticipated exposure may require gloves alone, as well as handling items soiled with blood or other body fluids, or may also require gowns, masks and eye coverings when performing procedures or post-mortem examinations. Hands should be washed thoroughly and immediately if they accidentally become contaminated with blood.

4. To minimize the need for emergency mouth-to-mouth resuscitation, mouthpieces, resuscitation bags, or other ventilation devices should be located and available for use in areas where the need for resuscitation is predictable.

5. Pregnant health occupation students or students engaged in health care are not known to be at greater risk of contracting the AIDS virus than students who are not pregnant. However, if a student develops infection with the AIDS virus during pregnancy, the infant has an increased risk of infection through prenatal or perinatal transmission. Because of this risk, pregnant students should be especially familiar with precautions for preventing the transmission or acquisition of AIDS virus.

2. Students will not be moved within or removed from the dormitory solely on the basis of a diagnosis of infection. Changes in room, or removal from the dormitory will be made on a case-by-case examination in which it is determined that

(a) the student has communicable opportunistic infections or is showing other symptoms of illness and requires care which cannot reasonably be provided in the dormitory setting;

(b) the student is demonstrating symptoms, needs or behaviors which are inappropriate in a dormitory and cannot reasonably be accommodated; or

(c) the student presents a risk to himself or the other residents of the dormitory.

STUDENTS OF THE HEALTH OCCUPATIONS DOING HEALTH CARE WORK

The risk of contracting Hepatitis B is greater than the risk of contracting AIDS. Therefore, recommendations for the control of Hepatitis B infection will effectively prevent the spread of AIDS. All such recommendations are therefore incorporated herein.

1. Sharp items (needles, scalpel, blades, and other sharp instruments) should be considered as potentially infective and be handled with extraordinary care to prevent accidental injuries.

6. Health occupation students or students engaged in health care who suffer from AIDS who are not involved in invasive procedures need not be restricted from work unless they have some other illness for which any health care worker would be restricted.
7. For health occupation students or students engaged in health care who suffer from AIDS, there is an increased danger from infection due to diseases they may come in contact with at class or in the work place. Students with AIDS, who have defective immunity, are at risk of acquiring or experiencing serious complication of such diseases. Of particular concern is the risk of severe infection following exposure to patients with infectious diseases that are easily transmitted if appropriate precautions are not taken (e.g. tuberculosis or chicken pox). Students with AIDS should be counseled about potential risk associated with exposure to or taking care of patients with transmissible infections and should continue to follow existing recommendations for infection control to minimize their risk of exposure to other infectious agents.
8. The health occupation student's physician and/or the university's student health physician in conjunction with the university faculty and AIDS Committee should determine on an individual basis whether the student with AIDS or ARC can adequately and safely perform patient care duties and suggest changes in work assignments if indicated.

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9. Infected neurologically handicapped students who cannot control bodily secretions and students who have uncoverable oozing lesions should not be permitted to participate in health care services. The determination of whether an infected student should be excluded from providing health care shall be made on a case-by-case basis by a team composed of the student's physician, the appropriate university faculty, and the university Committee on AIDS.

ACTION GUIDELINES FOR UNIVERSITY EMPLOYEES

Employee as

1. An infected employee will be treated in the same manner as any employee diagnosed as having any other illness, injury or disability.
2. In instances where an infected employee is unable to fulfill his/her regular responsibilities, or portions of these responsibilities, but is able and desires to continue working in a less physically demanding capacity, the university will make a reasonable effort, if requested, to accommodate the employee's physical handicap.
3. As in the case of any other illness, injury or disability, a supervisor who believes that an infected employee is unable to perform assigned duties due to the illness, may recommend to the Personnel Department that the employee be required to submit to a medical examination by a physician named and paid by the university. Based upon the medical opinion, appropriate action as provided in applicable procedures will be applied.

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4. Any employee who informs the university that he/she is infected will be accorded confidentiality regarding disclosure of the medical condition. Records will be maintained by the designated AIDS counselor.

5. Any infected employee shall be eligible to use accrued sick or annual leave as needed. A university Sick Leave Pool member shall be eligible to request use of leave hours through the Pool.

6. University employees, while performing their university duties, will be required to conform to the university policy on AIDS and these guidelines in dealing with infected students or employees.

UNIVERSITY DEPARTMENT OF PUBLIC SAFETY EMPLOYEES

1. All police officers shall be trained to use and be issued an appropriate oral airway for use in providing an individual cardiopulmonary resuscitation. This will avoid direct mouth contact with any infected person and will further serve to protect police officers from any other disease or infection that might be transmitted orally.

2. All police officers shall be issued disposable plastic gloves for use when assisting or restraining any individual who is bleeding from any injury. This will avoid direct contact with the blood of any infected persons, as well as protect police officers from any other blood-borne disease or infection.

EMPLOYEES PROVIDING HEALTH CARE

See Students of Health Occupations, #1-9.

CUSTODIAL AND PHYSICAL PLANT WORKERS

1. All university employees who have responsibility for cleaning or repairing university restrooms shall wear plastic gloves when working in restrooms. This will ensure that these employees are protected from risk of infection through cuts on their hands.

2. In cleaning restrooms, custodial workers shall use an appropriate disinfectant in cleaning the facilities to ensure that any contaminated surfaces are fully cleaned.

3. Custodial workers will receive instruction about modes of transmission or acquisition of HTLV-III/LAV. The importance of hand washing after handling potentially contaminated objects will be emphasized.

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