



The Florida State University
Tallahassee, Florida 32306

Faculty Senate

AGENDA
MEETING OF THE FACULTY SENATE
Moore Auditorium
January 16, 1985

- I. Approval of the minutes of the meeting of December 5, 1984
- II. Approval of the agenda for the meeting of January 16, 1985
- III. Report of the Steering Committee, Merrill B. Hintikka
- IV. Special Orders.
 - a. Harry Goldman, President of local UFF Chapter
 - b. Bruce Bickley, Chairman of Ad Hoc Committee on Summer Calendar
- V. Reports of Standing Committees
 - a. Undergraduate Policy Committee, Joe Icerman
 - b. Graduate Policy Committee, William Marzluff
 - c. Curriculum Committee, Fred Leysieffer
 - d. Budget Advisory Committee, Marie Cowart
 - e. Professional Relations and Welfare Committee, David Darst
- VI. New Business
- VII. University Welfare
- VIII. Announcements of Deans and other administrative officers
- IX. Announcements of the President of the University

ANNOUNCEMENT: The University Club and the School of Music will host the University Club Social immediately following the Senate meeting in the Beth Walton Moor Lounge. There will be a charge of \$1.50 to help defray expenses. Start the new year by joining us!



The Florida State University
Tallahassee, Florida 32306

Faculty Senate

FACULTY SENATE MINUTES
January 16, 1985

I. Regular Session

The 1984-85 Faculty Senate met in regular session on Wednesday, January 16, 1985, at 3:45 p.m. in Moore Auditorium. Mr. Fred Kreimer, Senate President presided.

The following members were absent. Alternates who were present are listed in parenthesis following the member they represent.
D. Abood, B. Atkins, J. Baker, J. Bowman, R. Burggraf, J. Cogswell, R. Dalton, P. Dean, G. DeVore, N. Fletcher, J. Gorman, L. Gould, V. Green, B. Grindal, J. Hills, K. Hofer, D. Horward, F. James, G. Kleck, S. Klees, M. Launer, B. Linder, C. Madsen, J. Orcutt, U. Ozanne, J. Piersol, J. Plescia, R. Reiser, D. Robinson, R. RuBino, P. Russo, L. Schendel, E. Schroeder, K. Singh, W. Shrode (T. Matherly), W. Snyder, S. Stage, F. Standley, J. Standley, D. Summers, J. Taylor, A. Tucker, H. Van Wart.

II. Approval of the Minutes

The minutes of the December 5, 1984, meeting had not been received from the printer.

() III. Approval of the Agenda

The agenda was approved as circulated except for the addition of the following announcement from Student Government representative Larry Bodkin.

Larry asked that each faculty member announce the January 30 appearance of Alex Haley at FSU. This presentation is free to students.

IV. Report of the Steering Committee, Merrill B. Hintikka

"The Steering Committee met with Vice President Turnbull, designated by President Sliger as his representative for the purposes of consulting in preparing the agenda for this meeting with the Steering Committee. We also discussed continuing major programs within the Division of Academic Affairs.

We met with Rick Robinson, Director of Personnel, to consider our mutual concern over non-competitive salaries for career service personnel, salaries which average 15% less than those of comparable city and county employees in Tallahassee and Leon County; most notable among these consequences is an annual turnover rate of 40-50%. We met with Controller Bob Bodine and discussed our

mutual interest in devising procedures which are compatible with Florida law, BOR policy, and University needs. One particular concern is the procedure of certification forward, which discourages good management by setting December 31 as an absolute deadline by which monies from the preceding budget year must be spent, lest they be lost to the University. Mr. Bodine expressed his appreciation for faculty efforts to cooperate with mandated procedures even when these are distasteful.

The Steering Committee is considering possible actions to follow up on the dinner with students, mentioned at the last Senate meeting, at which there was a discussion of a variety of steps to maintain and improve the quality of learning at FSU.

We met with representatives of FSU's UFF chapter and discussed two matters currently before the Professional Relations and Welfare Committee and UFF. The first of these is the advisability of an employee assistance program for faculty and A&P at FSU; some members of the Steering Committee expressed reservations about the needs and the benefits of such a program, but any recommendations on this matter would come to the Senate from Professional Relations and Welfare. Second, we discussed procedures for implementing faculty evaluation of administrators, one of the recommendations of the Self Study Report. The Steering Committee supports cooperation with UFF in the development of procedures for faculty evaluation of administrators. Harry Goldman of UFF will be speaking to us later in this meeting on these matters.

The Steering Committee report ends with several announcements for your information: Based on the results of the most recent election, pursuant to the Bylaws of the Senate, David Gruender from Philosophy will complete Dean Steve Edwards' term on the Professional Relations and Welfare Committee. Earl Beck from History will complete Dean Edwards' term as Senator at large from Arts and Sciences. Bonnie Braendlin from English will complete Dean Muhlenfeld's term as a Senator.

During the Spring Semester of 1985, the Steering Committee will meet on Thursdays at 11:15 in room 150 Bellamy. Each of you should have received a copy of the 1984 edition of the Faculty Handbook. The Constitution of the Florida State University, revised and amended to 1984, appears as Section One of this Handbook. Bylaws of the Faculty Senate are included there."

V. Special Orders

a. Harry Goldman, President of local UFF Chapter

Mr. Goldman announced that the UFF is working with a University committee to look into a faculty assistance program for faculty. These programs exist in some places.

There are many guidelines to be ironed out in the development of the faculty evaluation of administrators instrument. A joint effort from faculty, administrators and union reps will benefit the University.

b. Bruce Bickley, Chairman of Ad Hoc Committee on Summer Calendar

"In July, 1984, Vice President Turnbull appointed an ad hoc committee to make a thorough study of the University's experience with previous summer sessions and to develop a stable summer calendar for the near future that would take into account the several needs and variables that necessarily accompany--or rather plague--summer planning. The ad hoc committee was comprised of the following members:

Bob Glidden, Dean, School of Music
Jim Hayes, Dean of Students
Fred Kreimer, Mathematics
Leona LeBlanc, Modern Languages
Elisabeth Muhlenfeld, Dean of Undergraduate Studies
Joe Nosari, Associate Dean of Business
Tim Verdon, Art History
Cynthia Wallat, Associate Dean of Education
Ralph Alvarez, Budget and Analysis
Max Carraway, Director of Records and Registration
Ed Marsh, Director of Financial Aid
Pete Metarko, Director of Admissions
Samuel Washington, Registrar, Florida A and M University
R. B. Bickley, Associate Dean of Arts and Sciences (Chairman)

The Committee met in July and September and made its final recommendations in October. It compared FTEs and enrollments against the different internal calendars the University had adopted in the summers of 1982, '83, and '84; it surveyed the summer calendars of competitor SUS and regional universities and took into account Department of Education entry windows, and the preferences of students, department chairpersons, and deans; and it wrestled with the conflicts between faculty appointment periods and required number of instructional days during the academic year and the summer term.

Following a slight modification by the University Calendar Committee, the Council of Deans approved the recommendation of the Summer Session Planning Committee that the summer of 1985

consist of three terms:

Session A, a 13-week term-Monday, May 6 - Friday, August 2, 1985
Session B, a 6.5 week term-Monday, May 6 - Friday, June 14, 1985
Session C, a 6.5 week term-Thursday, June 20-Friday, August 2, 1985

Session A will include one Saturday class
Session B will include two Saturday classes
Session C will include one Saturday class

The Schools of Library Science and Social Work will conduct their own, self-contained 8-week summer terms.

Among its findings, the committee notes that 87% of the students enrolled in the summer at Florida State are regular, degree-seeking FSU students who are also here during the Fall and Spring; nearly 9% are enrolled as Special students or are taking courses for personal enrichment; 2% are returning teachers; and another 2% are pursuing their degrees elsewhere during the normal academic year. It also learned that students planning to attend only one short session prefer four-to-one taking courses during the first 6.5 weeks session over the second. The committee recommends the Summer of 1983 calendar as a useful planning model for the Summer of 1985, and it encourages departments to maximize productivity in all three sessions by scheduling upper division courses in a 2.1 or 2.5:1 ratio over lower division courses.

- VI. Reports of Standing Committees
- a. Undergraduate Policy Committee, Joe Icerman
No report was given today.
 - b. Graduate Policy Committee, William Marzluff
No report was given today.
 - c. Curriculum Committee, Fred Leysieffer

The following Self-Study recommendations require no action from the Faculty Senate at this time:

- 1-8: Consideration must be given by the president and Board of Regents to the question of balance of academic programs.
- 2-1: The faculty and administration should resist any effort to weaken the Faculty Senate's control of the curriculum.
- 2-2: The administration should cooperate with other educational agencies in Florida to minimize loss of time to students in completing the transfer between programs and institutions. Summer programs for teachers should continue to be developed by academic departments and by colleges.
- 2-5: All faculty should remain vigilant and protect the curriculum against undesirable external influences. At the same time, the Faculty Senate should continue to cooperate with externally motivated curriculum reform, insofar as that reform is consistent with academic objectives.
- 2-8: Curriculum innovations and interdisciplinary curricula should be encouraged and special funds made available to faculty members for this purpose. (Curricular innovation was supported prior to 1973 by funds made available in the Council for Instruction program.)

d. Budget Advisory Committee, Fred Kreimer

There was no report today.

e. Professional Relations and Welfare Committee, David Darst

The following Self-Study recommendations require no action from the Faculty Senate at this time:

- 1-21: A University-wide policy should be established to recognize and reward the role of faculty advisement as a significant aspect of a faculty member's contribution to the total University enterprise.

(Consideration is being delayed until the Dean of Undergraduate Studies establishes her committee to revise the advisement procedures.)

1-27: Support for University personnel involved in the Florence/London Programs and provision of adequate staff, suitable equipment, and supplies should be pursued.

3-5: The University should require an annual orientation under the sponsorship of the Dean of Faculties for the benefit of all new faculty in all colleges.

(The assistance of the Dean of Faculties has been requested to increase attendance at orientation meetings for faculty.)

3-6: The University should develop and implement a multi-faceted reward system based on excellence of performance and productivity.

3-10: The departments or their equivalents should be authorized and directed to encourage and reward productive scholarship and creative activity by differentiating teaching, service, and administrative loads of faculty, with particular attention given to those schools and colleges with a high proportion of women faculty who traditionally have been assigned heavy teaching loads.

3-18: The University should require that the formal evaluation of teaching, which is presently required by the Faculty Senate for use by all faculty in the fall term and is also required for consideration in the promotion and tenure process, must be used in the annual evaluation of faculty for discretionary and/or merit increases in salary.

(With regard to the last three recommendations, departments are now engaged in efforts to establish merit policies.)

This information is brought to you so that you may concur with or raise objections to the decisions of the committees.

The following was presented to the Senate for action from the Professional Relations and Welfare Committee:

Self-Study recommendation 3-8;

The Committee requests that the Faculty Senate pass a resolution in which it encourages departments to find ways to release faculty members from teaching for a semester every three or four years through "innovative scheduling" of some kind so that the faculty members can more fully dedicate their energies to their research.

This resolution was adopted and will be forwarded to the Dean of the Faculties for appropriate action.

A motion to adopt an improved plan for maternity/paternity benefits was moved by Mr. Roeder and seconded. After discussion and many unanswered questions a motion to postpone was made and seconded. A revised resolution will be presented by the PR&W Committee at a later Senate meeting.

Mr. Darst announced that a sub-committee of the PR&W is looking into the faculty evaluation of administrators instrument. This sub-committee consists of David Darst, Thomas Anderson, Tonya Toole, Melissa Hardy and David Gruender, chair.

VII. New Business

There was no new business for today's meeting.

VIII. University Welfare

Confusion over catalog print brought up the question of Saturday classes for spring semester. Dean Muhlenfeld announced that there would be NO Saturday classes for spring semester.

Mr. E. P. Miles announced a meeting the following day in 306 Love for all interested users of color graphic equipment.

IX. Announcements of Deans and other administrative officers

There were no announcements at today's meeting.

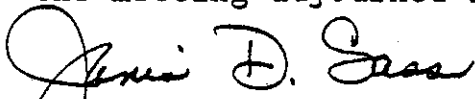
X. Announcements of the President of the University

In President Sliger's absence, Vice President Turnbull made these announcements. He had received an audit report for the last three years. For the last two years our budget has balanced. Two problems cited in the report are personnel procedures and cash flow procedures. Another report cited is "A Path to Excellence in Public Higher Education in Florida". This is an effort to put faculty salaries in the upper quartile. A local agency status issue is aimed at giving the Universities the same flexibility that community colleges have.

The last report cited today is the plan for a comprehensive Southeast Florida Plan. FSU fully supports such a new degree program if the need and demand are justified. This plan would add 5,500 spaces to FIU and FAU over the next ten years. Shifts in enrollment would affect us. This plan should be funded over and above existing funding needs.

XI. Adjournment

The meeting adjourned at 5:05 p.m.



Janis D. Sass
Secretary to the Faculty