



**MINUTES
FACULTY SENATE MEETING
WEDNESDAY, OCTOBER 15, 2025
ZOOM
3:05 P.M.**

Regular Session

The regular session of the 2025-2026 Faculty Senate was held on Wednesday, October 15, 2025. Faculty Senate President Roxanne Hughes presided.

The following members attended the Senate meeting:

T. Adams, J. Ang, J. Atkins, R. Atkinson, A. Baco-Taylor, R. Ballard, A. Barrientos, A. Barton-Hulsey, D. Bish, M. Bourassa, J. Broome, J. Brown Speights, D. Broxterman, M. Buchler, W. Butler, J. Calhoun, I. Chiorescu, C. Chouhy, W. Christiansen, J. Clark, M. Cortez, N. De Grummond, K. Dowell, R. Duarte, A. Fahim, S. Fahmy, R. Goodman, T. Graban, S. Haiduc, K. Hanson, P. Hiver, W. Hochwarter, C. Hofacker, R. Hughes, K. Jones, T. Kellison, M. Killian, E. Kim, K. Kinahan, E. Klassen, A. Kwasnica, A. Lauersdorf, T. Ledermann, L. Lee, S. Lester, M. Marengo, R. McCullough, S. Metcalfe, S. Miller, T. Needham, L. Perez-Felkner, S. Piatkowska, J. Proffitt, M. Porter, B. Quaife, M. Ransdell, L. Rinaman, N. Rogers, M. Romney, M. Roper, A. Sang, M. Swanbrow Becker, R. Stilling, R. Sweat, A. Terracciano, D. Thoms, A. Volya, A. Wetherby, G. Williamson, A. Wing

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

T. Abichou, M. Akiba (C. Harrington), A. Barbu, T. Bick, M. Bukowski, E. Bush, J. Cougle, C. Culjat, M. Day (A. Durdin), D. Eccles, S. Haiduc, A. Hanley, H. Kern, C. Kevin Ogle, D. March, R. Marrinan, P. Maurette, C. Moore, O. Moses Anubi, J. Murray-Roman, J. Ohlin, I. Quinn, R. Roberts, E. Ryan, Q. Sang, P. Sanyal, S. Singh, J. Sobajno, G. Stanwood, J. Steiner, G. Tyson, C. Uejio, S. Valisa, H. Yi

- I. **Call to order**
- II. **Approval of the agenda, October 15, 2025, meeting**
The agenda was approved.
- III. **Approval of minutes, September 17, 2025**
The minutes were approved.
- IV. **Report of the Faculty Senate Steering Committee – Jennifer Proffitt**

- Proffitt stated that the Steering Committee had convened 4 times since the September 17th Senate meeting. Much of these discussions centered on the upcoming transition to Simple Syllabus. Both VP Jeanette Taylor and Associate VP Amy Garrett helped to answer questions.
- On October 9th, the Office of Faculty Development and Advancement accepted Simple Syllabus as a course for syllabus to be created and managed going forward.
 - The 45-day requirement outlined within the policy will be determined by votes during the November Board of Governors meeting.
- Proffitt added that the Steering Committee was vigilant in hearing faculty opinion. She cited that some faculty were concerned about their and their students' safety as it relates to publicly posting class locations and times.
 - To that concern, the Steering Committee is actively working with the Administration to outline a solution to ensure faculty safety, intellectual freedom, and inclusivity.
- Proffitt elaborated further on the concern with publicizing course content, such as reading materials and teaching plans. Particularly classes that engage in politically controversial topics may be vulnerable to public oppression. Students could be limited in their exposure to types of information and perspectives on political matters.
 - Proffitt added that other criticisms argued that standardizations of the syllabi could restrict how curriculums are taught and how those curriculums can be presented in the syllabi.
 - Another faculty concern was the 45-day rule for posting syllabi. For Fall semester courses, it would entail faculty to publish their syllabi during the summer. Some faculty members do not have contracts during the summer.
- Proffitt expressed her gratitude to Kyle Clark and the Administration for involving faculty/staff in the listening sessions convened by an outside consultant regarding the April 17th shooting. Some members of the Steering Committee were present at these sessions and made note of the concerns regarding communication issues faculty experienced during the shooting.
- Proffitt stated that the Steering Committee was advocating for the establishment of a Committee of Faculty. This committee would comprise diverse faculty from various departments, and their voice would assist the Administration with decisions that impacted faculty members, such as course decisions during emergencies.
- Some faculty have asked for clarification expectations during active shooter incidents, including when it is appropriate to run, hide or fight.
- The Steering Committee was open to faculty sharing their concerns or making reports related to this issue. The Committee believes that faculty's voice matters and that their input is crucial to FSU as a whole.
- The floor was opened for questions. None were posed.

V. Announcements of the President of the University

- President McCullough stated that FSU improved its ranking in the Princeton Review and US News & World Report. Princeton Review ranks FSU 9th across public universities and 21st across all universities. The US News & World Report ranks FSU at 51st place across all universities, up 3 places from last year.
- FSU reported a 78% four-year graduation rate and 97% retention rate, making FSU 4th in retention among public universities. FSU ranks 12th in first-year experiences across the nation, and 1st in Florida.
- FSU is No. 1 for social mobility. President McCullough credited the investments made to the Care program and Pell recipients in driving that ranking. FSU is No. 1 in Florida for learning communities which supports 650 students. McCullough credited the LLC directors for their work for that result.
- As of now, FSU has invested \$488 million in research. This is a 50% increase from four years ago. The school is now close to its goal of \$500 million. \$70 million of the \$100 million grants were able to be recovered.
- Faculty applications for grants totaled \$1.22 billion—the highest in FSU history.

- President McCullough announced that Discovery Days will begin this Saturday and continue through October 25th. The event focuses on research and curricula within the Arts programs.
- President McCullough stated that FSU secured its agreement with Tallahassee Memorial Hospital to co-establish the Academic Health Center. The Tallahassee City Commission approved the city manager to begin negotiating the payment structure. Compensation for the assets needs to be discussed.
 - The City Commission meeting on October 22nd is dedicated to hearing community input on the project.
 - FAMU requested seat(s) at the board of the Academic Health Center. This matter is under discussion as FSU and TMH had previously agreed on the distribution of board seats.
- President McCullough announced the nomination of new VP, Chief Clinical Operations Officer, FSU alumnus Jeremy Salaga. Salaga currently works at Temple Hospital.
- President McCullough stated that the Provost and CIOS officers have worked on integrating AI subject teaching into various degree curriculums. Currently, 70-80 faculty/staff meet weekly to discuss AI teaching and applications to operations. AI as a subject has been added to several programs already. This matter will be discussed at the next board meeting.
- President McCullough has approved the establishment of a Humanities Center. Sam Huckaba and the Provost are in the process of a budget proposal and implementation plan for the Center. Those decisions should be finalized by the end of the semester.
 - President McCullough showed his personal support for the project, stating that humanities research and teaching were integral to education at FSU.
- President McCullough announced the establishment of a new collaboration center in West Palm Beach which will open in October. This center would “host an alternative investments exec education program”. Alum Ben McFarland offered the resources and location for this center.
 - The university was interested in building more presence in the Palm Beach area due to the location being popularly frequented by philanthropists.
- President McCullough announced the upcoming 2026 legislative session, citing that FSU has done well in those sessions in the past four years. In the last three years, FSU earned nearly a billion in funding from the state, notably for construction.
- Obtaining adequate recurring money to increase raises for graduate students/staff/faculty has been challenging. FSU and FIU were the only schools last year to receive recurring money. \$2 billion of the state's budget was cut last year, and a similar sized cut may happen again in the future.
- President McCullough recognized legislative leaders, Speaker Danny Perez and FSU Senator Ben Albritton, for their work.
 - Incoming Senate President Jim Boyd was admitted recently.
- President McCullough reaffirmed that FSU has a comfortable budget, but that it was struggling with lifting faculty/staff salaries due to decline in recurring money.
- President McCullough acknowledged the new IRBC building. Stated that it was beautiful and significant to the university's business program.
- Dr. Roxanne Hughes opened the floor for questions.
- **Katherine Jones, Arts & Sciences** – asked whether the Simple Syllabi allowed for updating new readings after the syllabus deadline. Explained that in microbiology courses, reading materials may come out during the semester.
 - President McCullough – responded that anything that is anticipated to be utilized (course materials) should be mentioned in the course syllabi. Recognized that realistically, there may be materials that are only realized during the school semester. The Board of Governors is more concerned about more politically sensitive adjustments to the syllabi.
 - Jeanette Taylor – echoed the President's statements. Taylor added that the deadline was intended to encourage integrity and transparency of the course. Additions can be made, but they should stay true to the published syllabi; this is to give students clarity about their

course. The Committee and the Administration are constructing an FAQ and continuing to speak with faculty to make sure the policy and the syllabi system are usable.

- **Senator Michael Buchler, Music** – stated that restricting adjustments to the syllabi would hurt research courses as it is common for new materials to get added during the semester. Asked what the Administration thought of the Simple Syllabus policy, particularly the aspect of publicizing syllabi content and class schedules. Also wanted to know the Administration's thoughts on faculty members facing investigation for decisions made during the April 17 shooting
 - Jeanette Taylor – replied that many groups, including the Steering Committee, Chairs, Deans, and Associate Deans, voiced similar concerns to Buchler's. The Administration is taking all of that into account to ensure that any standardization is inclusive. Amy Guerette is also involved in that process. Clarified that syllabi adjustments can be made by faculty.
 - President McCullough – mentioned that the Board of Governors Safety Summit recognized that many unanticipated factors/issues came up during the shooting event. Stated that he had not read into the faculty cases.
 - Senator Michael Buchler – stated that faculty members were following the “run, hide, fight” protocol. Buchler said he wished faculty members received more understanding from the Administration.
 - President McCullough – acknowledged and empathized with Buchler's concerns. Said he would investigate into those faculty cases. Expressed his opinion that the protocol may be intended for a situation where the individual encountered the perpetrator. McCullough emphasized that mandatory training for faculty would need to be implemented.
- **Senator Robin Goodman, Arts & Sciences** – echoed Buchler's statement about faculty members facing criticism for their actions. On a different topic, Goodman inquired about ways the university is protecting faculty's intellectual property rights. She explained that the guidelines within the Simple Syllabi contradicted the faculty's bargained intellectual property rights.
 - President McCullough – stated that syllabi may not be a part of a faculty member's intellectual property. Due to the bargaining, FSU now sits under federal compliance. What is under critical debate is intellectual property rights of science and engineering works as they can expand into real products and/or companies.
 - Senator Rob Atkinson, Law – offered his perspective that in the case of stealing/selling of course syllabi, the owner is entitled to sue under the law. It is just that the syllabi will fall under ownership of the University.
 - President McCullough – also agreed to this point and emphasized that the University is eligible to sue individuals who illegally possess/sell these types of intellectual properties. McCullough recognized that there will be nuances to this situation, bringing up how faculty can profit from books they write.
 - Senator Michael Buchler, Music – stated that McCullough's statement on university ownership of published works by faculty members applies to university sponsored research. Under Article 18, there is a list of exemptions, it says the university shall not assert rights to the following works, and that includes scholarly books, articles, electronic media, databases, poems, musical compositions, works of art. And also, any work within our instructional assignments, the university does not own our case studies, textbooks, laboratory manuals, our class notes, that is the faculty's property.
 - President McCullough – agreed that he was referring specifically to federal sponsored research. But reasserted his point that materials like course syllabi are under university ownership. McCullough explained that because faculty are utilizing resources provided by the university to produce these materials, they cannot be privately profited.
- No other questions were asked.

I. Reports of special committees

There were none.

VI. Reports of standing committees

There were none.

VII. Unfinished business

There were none.

VIII. New Business

a. Current Information for International Graduate Students, Postdocs and Faculty – Dr. Cynthia Green, Director of the FSU Center for Global Engagement (addendum 1)

- Dr. Roxanne Hughes mentioned that during the September 1st gathering, faculty members inquired about policy updates that affected international graduate students, postdocs, and faculty.
- Hughes thanked Dr. Cynthia Green and the Center for Global Engagement for their work over the years assisting graduate faculty, staff, and students.
- Green introduced Tanya Shad, Associate Director of the International Student and Scholar Services.
- Green stated that current immigrant policies have momentously impacted international student enrollment rates in the US. The Globe and the Provost helped achieve a 24% increase in doctoral enrollment compared to the previous year. Graduate student enrollment did decline by 27%, but that conformed with the current nationwide average.
 - Graduate students were not confident about their ability to get OPT (Optional Practical Training) and the stability of their foreign status in the United States.
- Green emphasized that timing in admissions by doctoral/masters departments was critical to enrolling more international student applicants. Data found that a faster admission period correlated with an increase in students admitted. Admitting in March or February would be too late as students would have gotten offers from other schools they applied to. A late acceptance offers decreases students' ability to obtain a visa in time before the school year.
- Green proposed the deadline date to be January 15. The University of Florida also uses that deadline.
- Green emphasized a fast-processing time between when the Committee sends offers recommendations and when the receiving department gets that letter and enters into the RAMP system. Green explained that department staff need to be aware of the HR/RAMP staff they need to contact to eliminate any delays.
- The university should remind students to applications for their I-20 must be submitted before May 15th.
 - Green added that I-20s were not being issued to students from a country listed on the travel ban.
- Green highlighted an issue with academic departments forgetting to clear accepted students from RAMP. Students who were admitted to an ATA or RA job could not be appointed as a result.
- Green also explained that speed from the university's end was critical as students need their offer letter and I-20 to apply for their F-1 visa, which takes months to a full year in wait time. After the visa is approved, it takes additional weeks before they are issued to the student.
- Schaad discussed the Proposed Rule 90 FR 42070 which requires a fixed timeline of stay in the US by the F-1/J-1 student defined and proposes that extensions beyond the 4-year period will not be possible. Currently, extensions are possible with a fee. This will impact many students, including PhD students who need more than four years.
- USCIS can accept extensions if the student completes 9 or 12 credit hours, but an extension with 2 credit hours may not be acceptable. Schaad indicates her concern that some students may not be able to financially afford higher credit hours.

- Schaad covered Proposed Rule 90 FR 42602 which adds a more restricted layer to eligibility requirements for a student to do CPT (curricular practical training). The rule requires that the CPT satisfies a requirement within the student's academic program (ie. dissertation, scholarly engagement requirements, etc.). CPT can no longer be given to students for the reasoning that it is beneficial to their work/experience.
- Due to the changing nature of immigration regulations, the Globe currently does not encourage students to do international travel, such as during the winter break. However, that does not mean that the Globe will not issue a travel signature to the student. Schaad affirmed that if for any reason the student cannot get back into the US, they can continue to take classes without a US immigration status.
- Schaad states the Globe continues to keep students informed on matters related to them. And advising services are available throughout the week, which students can access.
- **Senator Taraz Graban, Arts & Sciences** – asks what information on international students recruiting graduate faculty should be particularly aware of.
 - Cynthia Green – responded that there will be a meeting in two weeks' time, designed specifically for graduate coordinators who handle offers and recruiting. It says that the CGE is trying to build that bridge and make sure that information is accessible to all faculty, especially since HR and RAMP work together. Information sometimes only gets to deans and chairs but not faculty. Will speak with Steve McDowell and Brian Barton. Green noted that faculty should reach out to CGE so that all concerns can be addressed.
 - Tanya Schaad – stated that the CGE has a department list and that the Globe would consider adding graduate directors so that information is not lost on critical groups.
- **Senator Arash Fahim, Arts & Sciences** – asked what the timeline was for other universities in regard to the deadlines for acceptance letters, I-20s, and any other processes.
 - Cynthia Green – responded that she is not informed on other universities' deadlines, but she is aware that the University of Florida has their application deadline on January 15th.
 - Tanya Schaad – added that students don't necessarily have to report their decision by January 15th, but they must have at least applied for an I-20 by that date.
- **Question from Chat** – asked whether the new immigration policies impact current students.
 - Tanya Schaad – answered that yes, the Department of Homeland Security will allow a 60-day grace period after the student's end date designated on their I-20. The grace period allows for time for the student to make a decision on extending, transferring out, or anything of the sort.
- **Senator Irinel Chiorescu, Arts & Sciences** – asked what the numbers beside the countries listed under the travel ban were.
 - Tanya Schaad – answered that the numbers indicated the number of students currently at FSU from that country.
 - Cynthia Green – clarified that many of these students have been in the US for some time already but under the policy, they simply are not allowed to exit the country
- **Senator Kathryn Jones, Arts & Sciences** – asked whether the 4-year policy will affect current students in the US.
 - Tanya Schaad – answered that yes, current students will be affected if the policy does pass.
 - Cynthia Green – added that the four-year policy does not mean that the student cannot apply for an extension. But it may still impact doctoral students who will need more than 4 years.

b. Information on How Faculty can Engage with and Benefit from the FSU Foundation – Dr. Marla Vickers, Vice President for University Advancement and President, FSU Foundation ([addendum 2](#))

- Vickers first thanked all faculty members for their work in education and administration as well as their donations to the school.

- Nearly three million dollars of donations made by faculty and staff in 2025. Marian J. Summer (Sr. Administrative Specialist) has donated 39 consecutive years.
- Fall Celebration Luncheon, on Tuesday, November 18th from 11:30-1:00 P.M. The location has not been officially decided but will likely be in the Student Union.
- The FSU Foundation fundraising goal is \$105 million. Currently, 31% of that goal has been met. The FSU Foundation is particularly focused on educational curriculum.
- Vickers stated that faculty and staff members have donated to a diverse area of fund-raising endowments, including college departments, deanships, chairs, and professorships.
- The Campaign fundraising goal is \$2 billion. This money will go towards marketing such as partnership with Simpson Scarborough (marketing firm), external feedback, and Major Gift and Principal Gift officers.
- Vickers invited faculty members to take part in the 'FSU Comes to You', a marketing campaign road. The campaign road started in 2022 and will continue until 2032.
- Vickers announced the founding of the Campaign Advisory Working Group through this project. Currently, the focus of the campaign is on getting a campaign building structure.
- The Foundation Board of Trustees has 18 members who have been donors.
- Upcoming events include National Philanthropy Day (November 15, 2025), National Giving Tuesday (December 2, 2025), FSU's Great Give (March 4, 2026)
- Vickers opened the floor for questions.
- Roxanne Hughes – spoke about being on the Foundation Board. She acknowledged the Members of the Foundation Board, many of whom are faculty members and FSU alum. She also thanked them for their donations and their support for the Foundation and faculty.
- **Senator Todd Adams, Arts & Sciences** – asked for clarification on the amount of money going towards the Research Foundation, whether a larger proportion was going towards the IRBC.
 - Marla Vickers – replied that Doctor Patterson would know better about the funding distribution. Stated that her area of focus was philanthropy. Commented that the Foundation having accumulated over \$1 billion builds a very good image for philanthropists to donate to universities. She believes that this achievement can certainly bring more spotlight and opportunities for the school.
 - Marla Vickers – encouraged everyone who has questions to contact her via email at memarla.vickers@fsu.edu and/or her phone number.

IX. University welfare

a. United Faculty of Florida - Robin Goodman, President FSU Chapter

- Membership in the Union is currently below 60% of the number of new faculty who are certified to be Union members.
- Goodman reported that the arbitration ban case remains ongoing, but it has been determined that FSU will not have a stand in the case. The University of Florida has continued with the case due to having refused arbitration. The ruling of the case will only refer to UF. FSU can use some of the wording of that ruling to adjust their application.
- FSU was not granted standing on the ACLU case. The case was split. FSU's concerns were not seen as harmful; the issue that FSU proposed about SB266 did not appear to violate regulation and that it was subjective.
 - Part of the case that UF filed is going forward. It concerns an African American female faculty in political science who was refused attendance to a conference.
 - General education requirements are being readjusted by the legal team to add to the case. Goodman encouraged any information concerning general education, graduation requirements, censorship, and Simple Syllabi to contact her or her team.
- Speakers Katie Rainwater (FIU) and Robert Castellano (UCF) will be part of tomorrow's event (4:00 P.M. at Dodd Library and the Heritage Museum) to speak on right-wing think tanks at

- universities, Institutes for Civic Engagement, and other Heritage Foundation institutions in Florida.
- Other upcoming events include a social at Oyster City and a Mini Blitz on Halloween, Friday October 31st.

X. Announcements of deans and other administrative officers

None posed.

Final Announcements from President Hughes:

The next meeting will be held on Zoom on November 19th at 3.05 P.M.

Stated that a reminder email will be sent out a week before the date.

Presentation slides for today's meeting will be sent out as soon as possible.

The meeting was adjourned at 4.49 P.M.

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**NEXT FACULTY SENATE MEETING
NOVEMBER 19, 2025, 3:05PM, ZOOM**

Roxanne Hughes

1/13/26