



FLORIDA STATE UNIVERSITY
FACULTY SENATE

MINUTES
FACULTY SENATE MEETING
WEDNESDAY, DECEMBER 1, 2021
FSU ZOOM
3:05 P.M.

I. Regular Session

The regular session of the 2021-22 Faculty Senate was held on Wednesday, December 1, 2021. Faculty Senate President Eric Chicken presided.

The following members attended the Senate meeting:

G. Adams, T. Adams, A. Ai, P. Aluffi, E. Alvarez, S. Ballas, E. Bangi, C. Barry, D. Bish, M. Blaber, T. Bradley, M. Buchler, M. Bukoski, U. Bunz, G. Burnett, E. Chicken, I. Chiorescu, R. Coleman, S. Daniels, J. Du, M. Duncan, V. Fleury, M. Gonzales-Backen, R. Goodman, T. Graban, S. Grant, A. Gunjan, W. Hanley, L. Hinnant, P. Hoeflich, A. Huber, R. Hughes, P. Iatarola, J. Ingram, K. Ishangi, E. Jakubowski, K. Jones, C. Kelley, H. Kern, D. Kim, E. Kim, J. Kimmes, E. Klassen, S. Lester, E. Loic, I. MacDonald, C. Madsen, G. Martorella, A. McKenna, A. Muntendam, E. Murphy, I. Padavic, E. Peters, Q. Rao, A. Rassweiler, K. Reynolds, L. Rinaman, N. Rogers, E. Ryan, C. Schmertmann, J. Sobanjo, T. Somasundaram, D. Soper, J. Standley, E. Stewart, R. Stilling, M. Swanbrow-Baker, G. Tyson, A. Vanli, A. Volya, D. Whalley, Q. Yin, and I. Zanini-Cordi.

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

I. Alabugin, T. Albrecht-Schoenzart, D. Armstrong, A. Barbu, C. Barrilleaux, P. Beerli, B. Birmingham, R. Brower, J. Brown-Speights, M. Bourassa, J. Calhoun, E. Chassignet, P. Doan, F. Dupulgrenet, E. Cecil, E. Crowe, D. Eccles, S. Foo, C. Frederiksen, J. Geringer, W. Guo, D. Gussak, K. Harris, E. Hilinski, C. Hofacker (J. Fiorito), T. Lee, T. Mariano, M. McFarland, C. Moore, R. Morris, M. Nair-Collins, J. Palmer (C. McClive), C. Patrick, D. Peterson, H. Schwadron, B. Stults, and Z. Yu.

II. Approval of the Agenda, December 1, 2021 meeting

- **Erin Ryan, Law** – would like to add the sustainability to the agenda but asked if she should do that during the call for new business. President Chicken confirmed that is when she can speak on that.
- The minutes were approved as distributed.

III. Report of the Steering Committee, Erin Ryan

- Welcomed everyone to last meeting of Fall semester.
- The Steering Committee has continued to follow the provost search. Three finalists have been produced for consideration by the president elect, those being Dean Clark, Dean

Huckabee, and Dean O'Hare O'Connor. Each will meet with the wider FSU community on Friday. Our input is invited.

- The Steering Committee will meet with Clay Ingram, our Legislative Affairs Director, next Monday, to talk about pending legislation in interest to faculty and higher education in general.
- The Sustainability Committee is working on a proposal for President McCullough following up on the Senate April Resolution. They will meet with him next week, and we will hear more about that during new business where Ian will give the final report.
- This concludes my report
- President Chicken opened the floor for questions.
- **Todd Adams, Arts and Sciences** - I have two questions, one we normally approved the minutes of the last meeting, and I don't see that on our agenda or didn't get them, and two the past six or seven years we've used this meeting as our State of the University reports also comment. Erin Ryan replied that President McCullough had intended to make that report that because of all the happenings at the university right now, I think we will hear that from him in January. Erin Ryan asked President Chicken to confirm, which he did. President Chicken also noted that there were no minutes because of the short turnaround between November and December meeting. The senate will see the minutes for both at the January meeting.
- **Todd Adams, Arts and Sciences** – asked for confirmation that if the President is doing the State of the University address, that it will be a university wide announcement. President Chicken confirmed it would be.
- President Chicken opened the floor for more questions. None were posed.

IV. Announcements by the President of the University

- President McCullough thanked the faculty and started with that the provost search continues and there will be three candidate forums on Friday, where the candidates put forth statements and then questions to be asked from the general population.
- President McCullough said they are continuing to move forward on the search for Dean of Engineering and a number of other positions at the University, Head Chief Auditor. The VPR search started this week.
- President McCullough noted we have quite a large number of senior leadership positions that we're looking for. That is what is taking most of his attention currently. Everything seems to be going smoothly, and happy answer any questions?
- Senate President Chicken thanked President McCullough and opened the floor for questions or comments.
- President McCullough noted there was one question in chat - the question was where are we with the Dean search for Communication? President McCullough deferred to VP Janet Kistner for a response. Janet stated the search firm has not been selected yet.
- Senate President Chicken thanked President McCullough again and asked if any other questions. None were posed. President McCullough thanked the Senate.

V. New Business**a. Liberal Studies Diversity Requirement – Liberal Studies Coordinating and Policy Committee, Jim Fadool (See Addendum 1)**

- Jim Fadool started with the LSCPC has a single proposal that we'd like you to consider and hopefully vote on today. This deals with the diversity requirement that is a university wide requirement for liberal studies, so all the undergraduate students must meet this requirement. LSCPC and the Liberal Studies Office, oversees this program.
- As it currently exists, that diversity requirement is split into two areas, which are called "X" and "Y". It's this split Cross Cultural Studies as "X" and diversity in Western experience, which is the "Y". Which is what we are proposing to change. This is what shows up in the current undergraduate bulletin and what the students must currently meet.
- So right now, students must take one course that fits cross cultural studies designated "X" and one course its designated diversity in Western experience "Y" and both of those courses must be met with a C minus.
- Currently transfer students must take one "X" or one "Y" to meet the requirement. Students that come in with an articulated AA or I believe beyond 60 credit hours.
- So, what are the cross-cultural studies and diversity in Western experience and why do we want to eliminate these designations, and these are again taken from the catalog. Cross Cultural Studies are so that students become culturally conscious participants in the global community and diversity in western experiences is so that students develop as culturally literate as members of society.
- The rationale for removing these two designations, one of the big things is in looking at the history, these designations were instituted as far back as 1992 and maybe before that, which at that time was probably groundbreaking to require students to take two courses to meet a diversity requirement and to have this notation of them divided difference of the two areas.
- Now the conversations have move well beyond Western versus nonwestern boundaries. We also view this as an opportunity in liberal studies for students to expand their own ability to explore within one area or another area, if they so choose, whether it's out of personal or professional interest, rather than us designating which areas they may want to focus on.
- Secondly, the "X" and "Y" requirements actually now lead to a lot of confusion amongst faculty who are proposing courses, staff reviewing courses, and even the students in selecting courses. We want to get rid of that ambiguity. Largely many of the courses that faculty propose to teach, the faculty members themselves aren't sure which designation they would best fit. We also want to move away from this western versus nonwestern boundaries that we set up 30 years ago. We've also heard from faculty that some of the courses they want to propose leads them to not propose courses. It's a bit of frustration in proposing these courses.
- The proposal is that students must complete two approve diversity courses, to fulfill a Liberal Studies University requirements. We'll still keep that transfer students will only need to have one of those courses completed. We'll keep the learning outcomes the same. And with that, the currently approved courses that meet "X" or "Y" will still count towards the new requirements.

- One of the issues before was that the learning objectives for “X” and “Y” courses were identical. So, anything that was approved for the previous learning outcome will still meet those learning objectives and will still meet the new requirement.
- I should add that this is one of the most popular areas for faculty to submit requests for new courses, and for course approval. Many of these courses meet one of the other liberal studies requirements. There is a writing requirement within this course. Many meet the university writing requirements, and the statewide writing requirements. They are very popular. We have lots of seats. A quick count, we have over 8200 seats in fall and spring of this year. So, we're not under any pressure to add courses to this. There's plenty of seats available for students.
- President Chicken thanked Jim and confirmed this is a proposal from a standing committee, it doesn't need a motion or a second. President Chicken opened the floor for questions and comments.
- **Kenny Reynolds, Business** – Thanks, I just want to clarify for my own purpose, or maybe simplify it in my mind. As it is now, we're not suggesting adding another mandatory course, we're simply saying, we're taking what are already two mandatory courses, one in “X” and one “Y”. We're going to leave it as two mandatories, but we're going to give the students the option of choosing among what are currently “X” and “Y” however they want to, is that right? Jim confirmed yes, the students will be able to choose, but we will no longer designate courses “X” or “Y” because it leads to so much confusion across the board. The designations have themselves become problematic.
- **Elizabeth Peters, Arts & Sciences** – I would like to just add some information, I don't object to this proposal, in fact, I'll vote for it. But I am an anthropologist, and anthropology teaches you how culture works. A lot of these courses give you example of here something is different. I think that was the original motivation behind the “X” and “Y” distinction. And what has happened in the last 30 years is that the world became connected. And we all became much more exposed to cultural distinctiveness. We all became more culturally sophisticated. I think you're right this is an unnecessary distinction right now. I would vote for it. But I just want to explain why it was proposed initially and why it was quite useful initially, when a lot of people just didn't really understand what the word culture even referred to.
- **Gary Tyson, Arts & Sciences** - I'm in favor of this as well. But I do want to make sure we don't have any unintended consequences. My only concern here would be if there were two classes and “X” or two classes in “Y”, that had so much overlap, we would not consider them to be the two courses that would be acceptable for this. Have you guys look at this as a potential problem? Jim responded that he has to admit that they clustered courses based on topic and within “X” and within “Y” and across the board, and we did not see a lot of overlap. We were thinking this was free students who may want to take two courses in a very similar area, to focus on that area, so we see that as an advantage point. No, I did not share that data fully with the committee, I reported on that to the committee. And this is kind of in a long-term planning to allow us to cluster courses within Liberal Studies, across all the areas where students want to delve deeper into one area that's outside their major and take advantage. Gary responded with I think that's fine. I don't mind that they pick the same area. I just want to make sure there's not two courses that

happen to have 80% overlap or something like that. Jim replied, I didn't look at syllabi that much. There's, there's a couple of 100 courses that meet these requirements. We haven't done that type of analytics. Gary concluded that if we find that it occurs, we can try to deal with it sometime in the future.

- **Will Hanley, Arts & Sciences** - Wanted to comment on unintended consequences. I do worry that combining them to two of the same class makes an opportunity to reduce that two to one. I realized that's no part of this proposal at all, but I do worry that this enables that potential next step of reducing the number of diversity classes and I just want to signal that. I'm not talking about the overlap. I'm talking about, as course requirements for degrees, get reevaluated in future years. That this creates an opportunity to have a debate about eliminating "X" requirements or eliminating "Y" requirements. I think that that it might be an easier argument to make, not an argument that I support, but an argument to make that we could reduce the two diversity classes to just requiring one diversity class. That strikes me as a possibility for concern, but I realize it's not part of the proposal. Jim responded that is an important point you bring up, we did have that discussion about two and a half years ago within LSCPC, because of the pressure on credit hours, and we didn't go any further than at least bring it up in the meeting. We are aware of that, we thought of it, and we do not want that to happen.
- President Chicken asked for more discussion. None posted. He launched poll to approve proposal.
- **The proposal was approved.**
- **Erin Ryan, Law** – Noted there was a question in chat from Kim Barber on when this would go into effect. Jim responded, I think the goal for the Liberal Studies Office was this to be implement class that's entering this summer, in the C term.
- President Chicken made a call for any other new items of new business, and Erin Ryan stated that the Sustainability Committee has something to share.

b. Report on Sustainability Committee – Sustainability Committee, Ian McDonald

- Good afternoon, we're following up the initial very positive meeting with President McCullough, we've scheduled another meeting for the ninth of December, this will be a brief meeting. Our understanding is that our request that sustainability be elevated to a goal of the university, and it is met with a wide acceptance by President McCullough and with this administration.
- We continue in a support and advisory role with the Office of Sustainability and working with them and encouraging the president to revitalize the sustainability task force, which is a group which means more frequently, to oversee and make recommendations regarding sustainability initiatives within campus.
- On the curriculum level, we've continued to develop curricular initiatives to promote sustainability studies by students and this includes standing up a possible a sustainability certificate to be housed within the EOAS Department, but open to students of multiple disciplinary backgrounds.

- The committee continues to be active, and participation is high among the committee members. We have added Amy McKenna from the Mag Lab, and we are currently working to create a student's representative for our charter. I am happy to answer questions.
- President Chicken asked if the student they are adding is from SGA. Ian responded not certainly. It's going to be an internship like role, so students will participate for a term of one year.
- President Chicken opened the floor for questions.
- **Erin Ryan, Law** – wanted to comment that the President asked of the committee was suggestions for low hanging fruit to make our operations more sustainable and we have a subcommittee of the sustainability committee that's been working very hard on denominates shortlisted proposals. I wanted to notify the Senate body about that in case others on the Senate wanted contribute suggestions to that list for consideration by our committee before bringing it to the President.
- **John Sobanjo, Engineering** - chat question that President Chicken read, what's expected of committee members? He wasn't sure because he was added as member. Ian corrected that he was not added as a member, no one has been, what they did was invited everyone to join the sustainability canvas site, so they could access their work product and documents, etc. It was not a mandatory invite.
- President Chicken asked for more questions. None were posed.
- President Chicken asked if any other new business. None were posed.

VI. University Welfare

a. United Faculty of Florida, Florida State University Chapter – Matthew Lata, Music

- Not a whole lot going on in the legislature right now, given the Thanksgiving holiday and a special session. We're still following the bills that we talked about at the last meeting.
- The other thing we're looking at is the latest from the University of Florida. The Union chapter at the University of Florida has now filed a grievance against administration. The administration came down on one of their professors who was an associate professor in the School of Teaching and Learning and also the affiliate for the Center for Latin American Studies and African American Studies. Because he said he was teaching a course in critical study of race, ethnicity, and culture. Administration came down on him and said you cannot use the word critical, and you cannot use the word race in the title of your course. They were not attempting to change the contents of his syllabus, but they simply said the name of the course has to change and he said I'm not going to do that, and the union is now filing a grievance on his behalf. So, we're following all of that.
- President Chicken thanked Matthew and asked if there were any questions.
- **Kathryn Jones, Arts & Sciences** - So they don't want to critical and race, both used? Matthew confirmed, either of those words used in the title of the course, because they are afraid it will upset the governor, or it will upset the legislature. They haven't gone as looking into the content of the course.

b. Association of Retired Faculty – Marilyn Young, Parliamentarian

- The Association of Retired Faculty is hosting a holiday party on December 16th for the Faculty Senate and the retired faculty, in the Dodd Hall, Heritage Room, the old Werkmeister Room. I just wanted to make sure everyone knew they were invited. December 16th from 4 to 6pm.
- Question from chat about a flyer or invitation. Marilyn said that she would check on this and forward to President Chicken if she could find anything.
- President Chicken asked for any other items of University Welfare. There were none posed.

VII. Announcements by Deans and other Administrative Officers

a. Faculty Development and Advancement – Janet Kistner, VP

- Janet just wanted to repeat that there are three campus wide forums for finalist for the provost position. It's this Friday in the Fallon Theatre. We would love if as many as possible could come. It will also be streamed and recorded.
- Monday is the meeting of the Promotion and Tenure. I don't know when final decisions will be available.
- President Chicken asked if any other items from Deans or Administrative Offices. None were posed.
- President Chicken noted that the next meeting is January 19th, and we are planning to have that be the state of the university address from President McCollough.

The meeting adjourned at 3:34pm.

Eric Chicken
Faculty Senate President

Proposal to Revise the Liberal Studies Diversity Requirement

Proposal:

Continue to require undergraduate students to complete two approved diversity courses as part of their Florida State University Liberal Studies requirement, but eliminate the X and Y designations

Context:

Current Requirement: Student will complete a Diversity X and a Diversity Y course in order to fulfill the Liberal Studies Diversity requirement*.

*Student transferring into Florida State University with an articulated AA degree will complete either an X or Y course.

- Courses designated as X are Cross-Cultural Studies and are intended to facilitate students' development as culturally conscious participants in a global community. (This requirement is frequently referenced as the Non-Western Diversity requirement.)
- Courses designated as Y are Diversity in Western Experience and are designed to facilitate students' development as culturally literate members of society.

Proposed Requirement: Student will complete two approved Diversity courses in order to fulfill the Liberal Studies Diversity requirement*.

*Student transferring into Florida State University with an articulated AA degree will complete one Diversity course.

The student learning outcomes for approved courses would not change. All currently approved Diversity X and Diversity Y courses would fulfill the revised Diversity requirement.

Rationale:

Changes in the nature of diversity education and student expectations. Diversity, equity and inclusion are no longer to be considered within constructed boundaries such as Western vs. Non-Western. The DEI conversation has moved beyond artificial borders to intersectionality, multiple perspectives and a host of other frameworks. The existing model has the potential to limit student exploration and understanding of the topics (Barnett, 2020).

As the conversations around DEI have evolved, student experiences and expectations have transformed as well. Students do not frame these conversations in terms of Western and Non-Western. Their experiences are more integrative, and FSU needs to adopt a model that builds upon their current frame of reference. (Littleford, 2013)

The current requirement generates confusion among faculty and staff, as well as students. Diversity X and Diversity Y have identical student learning outcomes:

1. Analyze some aspect of human experience within a culture, focusing on at least one source of diversity (e.g., age, disability, ethnicity, gender, language, race, religion, sexual orientation, social class, or other).

2. Explore one's own cultural norms or values in relation to those of a different cultural group.

The only distinction is the Western vs. Non-Western focus noted above (development as “conscious participants in a global community” or “culturally literate members of society”).

It is not uncommon for the Office of Liberal Studies to return proposed courses to faculty members asking that the requested designation change from “Diversity-X” to “Diversity-Y” or vice versa. In many of those exchanges, faculty are perplexed by the distinction. Some have expressed concern that the existing structure is outmoded and not in step with contemporary thinking. Their desire is for greater latitude in creating diversity courses that faculty believe will be more impactful.

The current structure can limit faculty members' ability to create cross-cultural courses that transcend national boundaries. Faculty have expressed frustration at the limitations imposed by the X/Y structure. The arrangement works against courses that seek to incorporate more global perspectives.

The current FSU requirement has been in existence since at least 1992. A review of digital copies of the *University Bulletin* revealed that the bifurcated Diversity requirement has existed for over 30 years. There is no record that the requirement has been reviewed since its implementation.

Effective Date, Implementation Implications, and Strategy

The proposed change would become official beginning Fall 2022. As is the practice at Florida State University when curricular changes benefit students, the revised requirement would be applied to all currently enrolled undergraduate students.

Because the proposed change allows for current courses to meet the new Diversity requirement, there would be minimal, if any, impact on academic units.

The Office of Liberal Studies would work with Advising First and the Council of Assistant and Associate Deans to ensure advisors are aware of the revision and that appropriate publications (*General Bulletin*, *It's All Academic*, etc.) and websites reflect accurate information.

Implementation of the proposed revised Diversity requirement would pose no administrative or academic hurdles.

References

- Barnett, R.M. (2020). Leading with meaning: Why diversity, equity and inclusion matters in US higher education. *Perspectives in education*, 38 (2), 20-35.
- Littleford, Linh Nguyen. (2013). Diversity in the undergraduate curriculum: perspectives held by undergraduate students at a predominantly European American university. *Teaching of psychology*, 40(2), 111–117.