



FLORIDA STATE UNIVERSITY
FACULTY SENATE

MINUTES
FACULTY SENATE MEETING
WEDNESDAY, JANUARY 19, 2022
FSU ZOOM
3:05 P.M.

I. Regular Session

The regular session of the 2021-22 Faculty Senate was held on Wednesday, January 19, 2022. 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. Barrilleaux, C. Barry, M. Blaber, B. Birmingham, D. Bish, M. Bourassa, T. Bradley, R. Brower, J. Brown Speights, M. Buchler, M. Bukoski, U. Bunz, G. Burnett, E. Chassignet, E. Chicken, I. Chiorescu, R. Coleman, E. Crowe, S. Daniels, P. Doan, J. Du, M. Duncan, V. Fleury, T. Graban, R. Goodman, S. Grant, A. Gunjan, W. Guo, W. Hanley, P. Hoeflich, C. Hofacker, R. Hughes, J. Ingram, P. Iatarola, E. Jakubowski, H. Kern, D. Kim, E. Kim, E. Klassen, S. Lester, E. Loic, C. Madsen, A. McKenna, C. Moore, G. Martorella, A. Muntendam, E. Murphy, I. Padavic, J. Palmer, E. Peters, Q. Rao, A. Rassweiler, L. Rinaman, N. Rogers, E. Ryan, C. Schmertmann, H. Schwadron, D. Soper, J. Standley, E. Stewart, B. Stults, B. Stvilia, M. Swanbrow Becker, G. Tyson, A. Vanli, A. Volya, D. Whalley, and Q. Yin.

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

I. Alabugin, T. Albrecht-Schoenzart, D. Armstrong, A. Barbu, P. Berrli, Calhoun, E. Cecil, F. Dupuigrenet, D. Eccles, S. Foo, C. Frederiksen, J. Geringer, M. Gonzales-Backen, D. Gussak, K. Harris, E. Hilinski, A. Huber, J. K. Ishangi, C. Kelley, T. Lee, I. MacDonald, T. Mariano, M. McFarland, R. Morris, M. Nair-Collins, C. Patrick, D. Peterson, K. Reynolds, J. Sobanjo, T. Somasundaram, R. Stilling, Z. Yu, and I. Zanini-Cordi.

II. Approval of the Agenda, January 19, 2022, meeting

- The November 17 and December 1 minutes were approved as distributed.

III. Report of the Steering Committee, Erin Ryan

- Welcomed everyone to the first senate meeting of the spring 2022 semester.
- The big news since our last Senate session, as we all know by now is the selection by President McCullough of our new provost, Tim Clark, the former dean of the School of Social Work.
- Important searches continue, including the search for the next vice president for research that's now underway. We thank those members of the Senate who participated in the listening session

last week. Please look for other opportunities to participate as interviews begin, which we will see in our inboxes really as they arise.

- The Steering Committee met last month with Clay Ingram, our Legislative Affairs Director, to discuss many of the bills moving for the legislature. Some proposals would reach in our view of it intrusively into the classroom.
- Major funding was made available recently as we understand it for the development of two new major medical school facilities in Tallahassee and Panama City in partnership with TMH.
- The steering committee met with Chief Compliance Officer, Robin Blank, about the new conflicts of interest reporting process that Florida State is working on in efforts to ensure that the reporting process is thorough and accurate.
- The Sexual Harassment Task Force is working to finalize its report and recommendations to the Senate.
- The Sustainability Committee offered President McCullough a draft proposal for incorporating sustainability. The president reported that Florida State and the City of Tallahassee have signed new contracts, vastly increasing the amount, doubling the amount of solar energy received from solar installations.
- Erin concluded her report.
- President Chicken opened the floor for questions. None for posed.

IV. Announcements by the President of the University

- President McCullough had his first annual State of the University address. It was an extended 50-minute announcement via YouTube video.

V. New Business

a. Elections Update – Arda Vanli (addendum 1)

- The next few months, several important elections are coming up that I want to give you a head up about. First, the general elections are currently underway. In 2022, five senators specialized type of senators will be elected for two years.
- Nominations will be taken from eligible members and number of candidates on election ballots will be twice the number of proceed.
- President Chicken thanked Arda and confirmed this is an information presentation, it does not need a motion or a second. President Chicken opened the floor for questions and comments.
- **Erin Ryan, Law** – I wanted to let the Senate know that it has been a great honor and privilege to serve the faculty in this role for what has been a will have been two and a half years by the end of the semester. There has been a tradition at the Florida State University Senate in which the Vice Chair stands for election to the presidency after a two-year term. I wanted to let the Senate know that I will not be standing for election to President next year. I will remain on the steering committee. However, Dr. Eric Chicken, our current president, is graciously willing to serve another term. It is always an open election for senate president but that makes this year a little more open than usual. We wanted to give senators as much notice as possible about this.
- President Chicken encouraged anybody who had interest in faculty governance to think very carefully about taking on this opportunity. There is a limited amount of time to think about it, as the election will be in April.

- President Chicken asked for more discussion. None posed. He moved forward with the agenda.

b. GRE Waiver – GPC, Ulla Bunz (addendum 2)

- We have one year of data, that looks at the GPA for those who are masters and specialists and who were admitted with the GRE waivers and they are quite comparable to other students who were admitted.
- We did not run statistical analyses on this to see if there's significant differences or anything, but we all know that there are many, many factors that can influence cohorts and GPA's. The important message here is that that there were no dramatic changes to the overall GPA.
- We do see some positive change over the last couple of years in the admission numbers for non-white students. All races and ethnicities, nonresident alien to America, Union, Asian, Black, African American, all the numbers have increased. This a very positive change.
- The proposal that comes from the graduate school and has certainly been passed by the GPC is to extend the waiver for three years and start with the admission semester of spring 2023, which begins on February 1. It will be for masters and specialists' students, not for doctoral students as that must be processed separately.
- If programs want to have a waiver for doctoral students, they can still apply, and it will be taken care of in the normal process.
- After this, there will be four years' worth of data and we can return to this issue and see what we do then.
- Brian Barton from the graduate school is here. If anybody has detailed or follow up questions to the data, I'm sure he would be happy to answer them.
- President Chicken made a call for questions. No questions were posed. He launched a poll to approve the proposal.
- **Ulla Bunz** – noted there was a question in chat about sharing the data, and Ulla said Brian Barton would be able to share the data.
- **The motion passed.**
- President Chicken made a call for any other new items of new business and no new business was posed.

VI. University Welfare

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

- UFF is looking forward to starting our full book bargaining around the first of March. That means all articles and accounts will be open. We are looking to faculty for ideas and for input as to what we should open into as to changes that faculty might like in a contract, so please feel free to contact members of our bargaining team with ideas because we need to start focusing on that in the weeks ahead and start developing our game plan.
- We are still trying to do UFF goes to a baseball game in April.
- Legislature is going on and I am going to send out an update to full faculty after this legislative week concludes at the close of business tomorrow. There were a couple of bills that popped up at the last minute that we thought were dead or were not going to come back.

- One of them is the union busting bill, which will prohibit the university from dues deductions and will also require us to be over 50% of the bargaining unit. That is something we defeated last year. We are getting indications from some of our allies and conformance over at the capitol that this is not a huge priority this year.
- The anti-CRT bill, a couple have been filed, but all of them imply censorship over faculty speech in a classroom. They conflict with other bills; they conflict with each other. We are waiting to see if they are going to be on the agenda and committee or if this is just sort of a thing that they are doing to check all the right boxes. It does appear that it's going to go somewhere there was a bill that had some hearings this week., that was mostly focused on K-12 education and anti-CRT and that passed through a committee, so we think our turn will come soon.
- Other bills we are following such as guns on campuses, which is dead for this year.
- We're trying to push the GA fee waiver bill. We are trying to get it agenda because if we can, it'll pass.
- One thing that came up in the last week was related to the lawsuit that we are filing against the diversity survey, the HR-233 last year, which allows students to record lectures. But as a part of the recovery process, we received a draft of the diversity survey being prepared by the FSU center on public policy. We've been asked by the counsel not to release that, but it is instructive to see what is on there. If the draft becomes final survey, we will be asked by the government to share what our political affiliations, religious affiliations, and what our sexual orientations are.
- President Chicken opened the floor for questions.
- **Tarez Garban, Arts & Sciences** – can you direct us to the website or do you know if there are talking points regarding any of these issues. Matthew replied that he would send out the talking points when the issues are agenda and committee.
- **Kathrine Jones, Arts & Sciences** – what is the rationale for needing to respond to religious or sexual orientation. Matthew replied that he has no idea. He hopes this would not withstand a court challenge and that there would be court challenges if the survey came out like this.
- **Petra Doan, Social Sciences & Public Policy** – as person who identifies queer, given the history in this state, I think this is horrible move backward. Matthew wanted to confirm that what we have received is a draft, and we don't know what kind of input they will be asking for before they come up with the final survey. But the law says there must be a survey.
- **Petra Doan, Social Sciences & Public Policy** – if the people putting this together have been directed by the legislature to put this together or is it someone's idea of trying to measure everything. Matthew replied that he really doesn't know what the instructions were. He did see some talking points that were raised last year in the legislature.
- **Irene Padavic, Social Sciences & Public Policy** – commented that this is supposed to be anonymous. I am not defending it, but my thought is they want to do crosstabs, but I am thinking they won't get enough responses for that.
- **Erin Ryan, Law** – if I could add to that, obviously I don't know what is going into the final survey, but I imagine what they are trying to do is that when they are ask “do you feel silenced in the classroom? Do you feel your points of view are welcome on campus?” Their

intention is to be able to crosstab the answers. It will be hard I imagine for the surveyors to frame questions that eliminate the survey itself as the source of making participants feel that their points of view are unwelcome on campus.

- President Chicken asked if there were any more comments or questions, there were none. He thanked Matthew and asked if any other items in University Welfare. None were posed.

VII. Announcements by Deans and other Administrative Officers

a. Faculty Development and Advancement – Janet Kistner, VP

- Janet wanted to let everyone know the decision letters for all the promotion and tenure candidates went out this morning.
- My team and others in Wescott are starting to review the specialized faculty promotion candidates. Really high number this year. Our goal is to have those done by the end of February.
- President Chicken asked if there were any questions for Janet. None were posed.
- President Chicken asked if there are any other items from Deans or Administrative Offices. None were posed.
- President Chicken noted that the next meeting is February 16th.

The meeting adjourned at 4:35 pm.

Eric Chicken
Faculty Senate President

Update to Faculty Senate Spring 2022

01/19/2022

Elections Committee

Faculty Senate Elections Committee (2021-2022)

- Arda Vanli, FAMU-FSU Engineering
- Qian Yin, Dept. Of Biological Science
- Thayumanasamy Somasundaram, Institute of Molecular Biophysics
- Veronica L. Lopez, Faculty Senate Coordinator,
Office of Faculty Development & Advancement

Faculty Senate Elections coming up

- General Faculty (Jan-March 2022)
- Specialized Faculty (Feb 2022)
- Steering Committee (April 2022)
- President (April 2022)

Specialized Faculty Senator Elections

- 10 specialized faculty were elected last year
 - To stagger future elections, 5 were elected for 2-year terms, 5 were elected for 1-year terms
- In 2022, 5 senators will be elected for 2-year terms
 - 2 large-unit
 - 3 at-large-unit
- Four largest units shall be guaranteed one senate seat and the remaining six senators be elected at-large from all the units
 - 4 Largest Units: College of Arts and Sciences, College of Medicine, Mag Lab, and University Libraries

Specialized Faculty Senator Elections- Timeline 2022

- Late Jan – Early Feb: nomination window
 - Number of candidates on the election ballot is twice the number of open seats (4 for large-unit and 6 for at-large), more if there are ties in the number of nominations received
 - Eligible Job codes - Teaching, Instructional Support, Research, Research Support, Library or Information Specialties, nontenure track Assistant/Associate/Professor, or Curator Specialties; Admin duties should be 50% or less
- Mid Feb: large-unit election
 - Election ballot for each of the four **large units** will be distributed and completed via Qualtrics
- Late Feb: at-large election
 - Election ballot for the at-**large seats** will be distributed to **all units** and completed via Qualtrics

Senate Steering Committee and President Elections

- Steering Committee
 - 7 members serve, at least 4 colleges must be represented
 - 4 members will be elected in 2022, by faculty senate
- President
 - Elected every year, by faculty senate
- Timeline
 - Early March – nominations. Bios posted on website
 - April - election ballot will be distributed to senators in the April senate meeting and completed via Qualtrics

Follow-up Report on Entrance Exam Waivers and a Proposal to Continue the GRE Waiver for Master's and Specialist Applicants Beyond 2022



The Graduate School
December, 2021

Intro and Brief Follow Up Report on Data So Far:

As a result of the COVID-19 pandemic, following overwhelming support from the Provost and the academic deans, the Graduate School worked with the Graduate Policy Committee and the Faculty Senate in spring 2021 to institute a GRE waiver for Master's and Specialist applicants through 2022. This latter request extended the initial waiver approved in Spring 2020. (Note: The College of Business requested that the GMAT waiver be removed for the second waiver request and this will be continued moving forward.) Florida State University was the first Florida University to implement a GRE waiver during the pandemic and soon after other Florida schools followed our lead. These waivers have proven extremely popular with newly-entering students, and resulted in record enrollment in both 2020 and 2021 (see Figure 1 and Figure 2).

The above policy has been a win-win for everyone but we have obviously been eager to demonstrate this by evaluating the incoming cohorts and their academic performance in comparison to previous groups. The following outlines this analysis, carried out by Brian Barton, mainly through a series of graphical figures using OBI: CSW Enrollment-Student Demographics and data for each fall from 2017 to fall 2020. While there are obviously many questions that may arise from viewing these results and that this analysis could be greatly expanded and examined in multiple dimensions, some of the main observations include:

- The average GPA across Master's and Specialist waiver-receiving students went down in their first term versus previous year cohorts, but it only decreased by 0.08 from Fall 2019 to Fall 2020 and only differed from the Fall 2017 year average by 0.04 (see Figure 3).
- Spring GPA's for students that started the previous fall did decrease from Spring 2018-2020 for Spring 2021, but the Spring 2021 GPA only differed from the previous Spring three year average by .05 grade points (see Figure 4).
- Figures 3-5 show that the cohort that entered in Fall 2020 actually improved their average GPA in Spring 2021.
- Eighty-four program plans saw an increase in Academic Year GPA averages for newly-entering cohorts compared to seventy-four that saw a decrease in the 2020/2021 Academic Year when compared to the previous 3 year Academic Year GPA average, see Figure 6. Figure 7 shows the distribution of program plan GPA Average Decreases/Increases from 2019/2020 compared to 2020/2021.
- The impact of the GRE waiver is positive for the University in other areas than GPA. Every single non-White race/ethnicity has seen positive growth since the last fall term (2019) that did not have a GRE waiver for Master's & Specialist students (Figure 8). The most significant increases are +479 Hispanic/Latino students since Fall 2019 (going from 14% to 16% of the Master's/Specialist population) and +489 Black or African American students since Fall 2019 (going from 11% to 14% of the Master's/Specialist population).
- When you compare the Fall 2020 cohort's GPA (that received the GRE waiver) against all other Master's and Specialist students that were admitted prior to Fall 2020 (without the GRE waiver) the waiver-receiving cohort performed better.
- In the Fall 2020 term students that received the waiver were within .005 GPA of the non-waiver receiving cohorts. However, in Spring 2021 waiver-receiving students had a 3.681 average GPA, and previously-admitted non-waiver receiving students were .243 lower with a 3.438 average GPA (Figure 9).

Summary:

The Fall 2020 Master's and Specialist cohort has performed admirably in their first academic year. Their performance has been very comparable indeed to previous cohorts, although given the unique circumstances of the pandemic that these students have been challenged by, these comparisons will always leave some questions unanswered. Overall though, it is fair to say that the GRE waiver has been a win-win for students and the university. Thus, once again with the support of the Provost and the academic deans, it seems reasonable to extend this policy into the future.

Proposal:

The Graduate School recommends and requests that the current GRE waiver be waived for an additional period of 3 years for Master's and Specialist students beginning in the Spring 2023 application cycle. This will give FSU the ability to track the academic performance over a longer period, including studying completion/graduation rates. **We also recommend that the GRE waiver for Doctoral programs be continued to be managed by the Chairs of the GPC along with the Graduate School's Graduate Policy Coordinator with Academic Deans having the option of opting-out specific doctoral program plans for a period of 1 year at a time (renewable each year).**

Figure 1
Graph Depicting Fall Graduate Applications

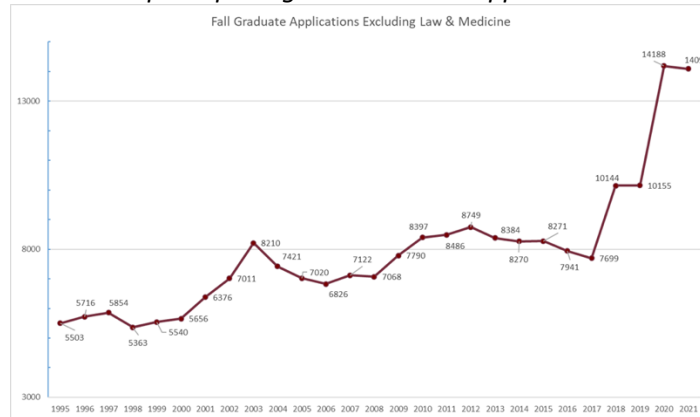


Figure 2
Graph Depicting Fall Graduate Enrollments. Note: almost all the recent growth is in Master's/Specialist

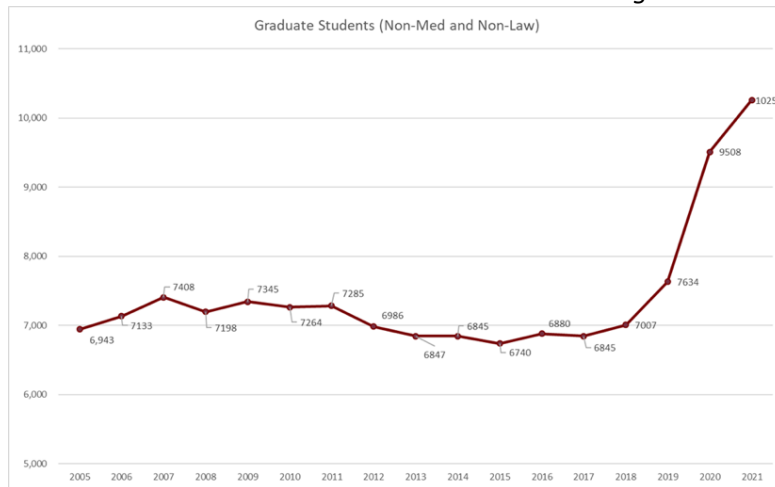


Figure 3
Graph Depicting Total GPA Averages Across all Cohorts/Program Plans for Cohorts that Began in the Fall

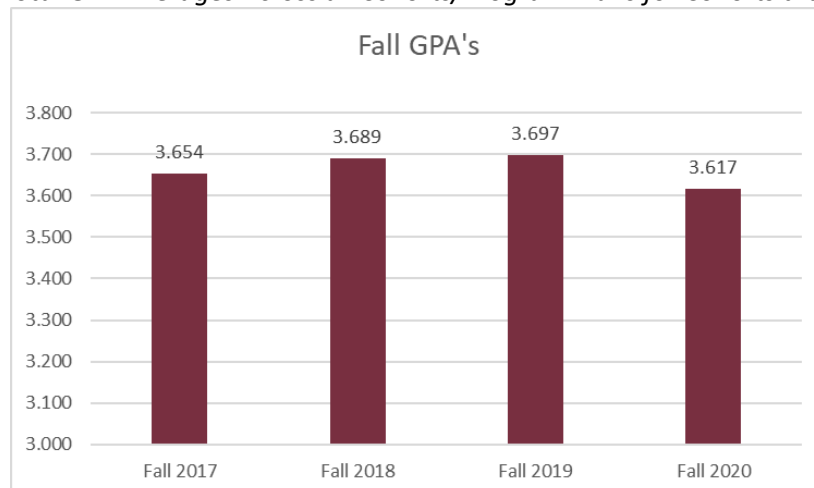
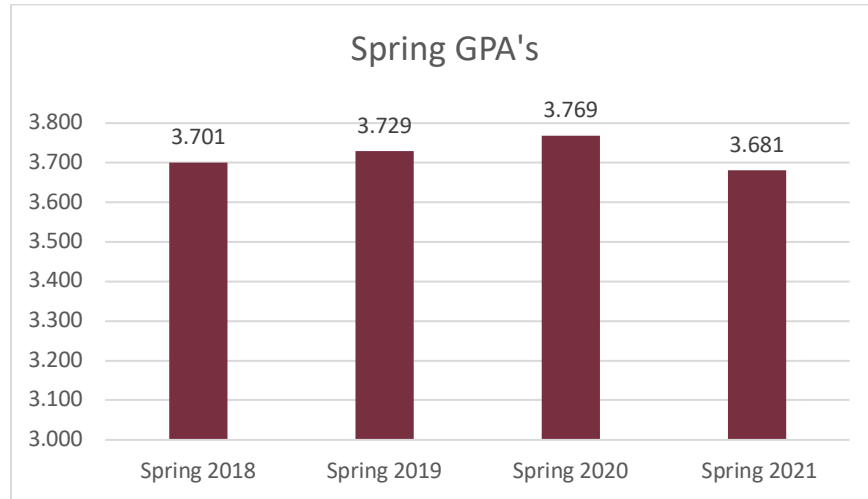


Figure 4

Graph Depicting Total GPA Averages Across all Cohorts/Program Plans for Cohorts that Began in the Previous Fall

**Figure 5**

Graph Depicting Total GPA Averages Across all Cohorts/Program Plans for Cohorts that Began in the Previous Fall by Academic Year (Fall/Spring GPA Average)

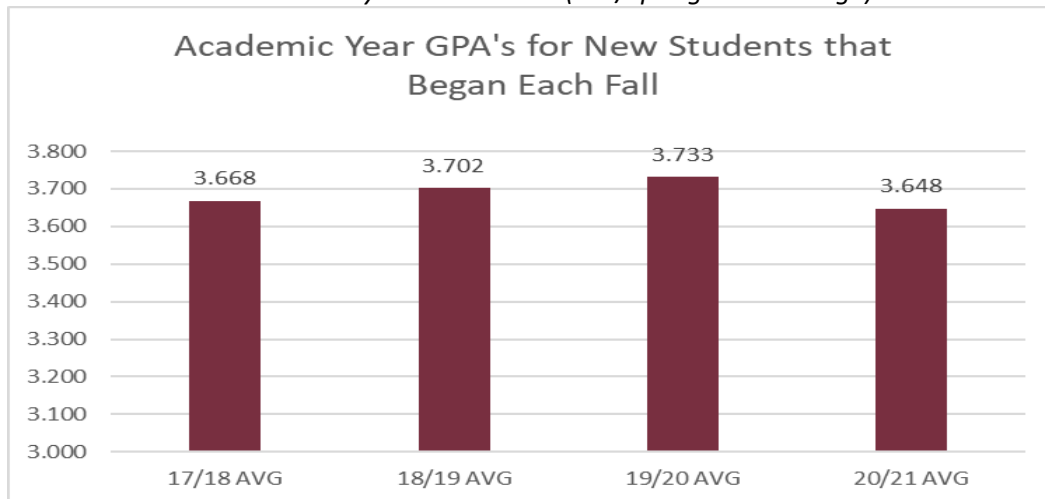


Figure 6

Graph Depicting Academic Year GPA's for all Cohorts versus Previous 3 Year Average

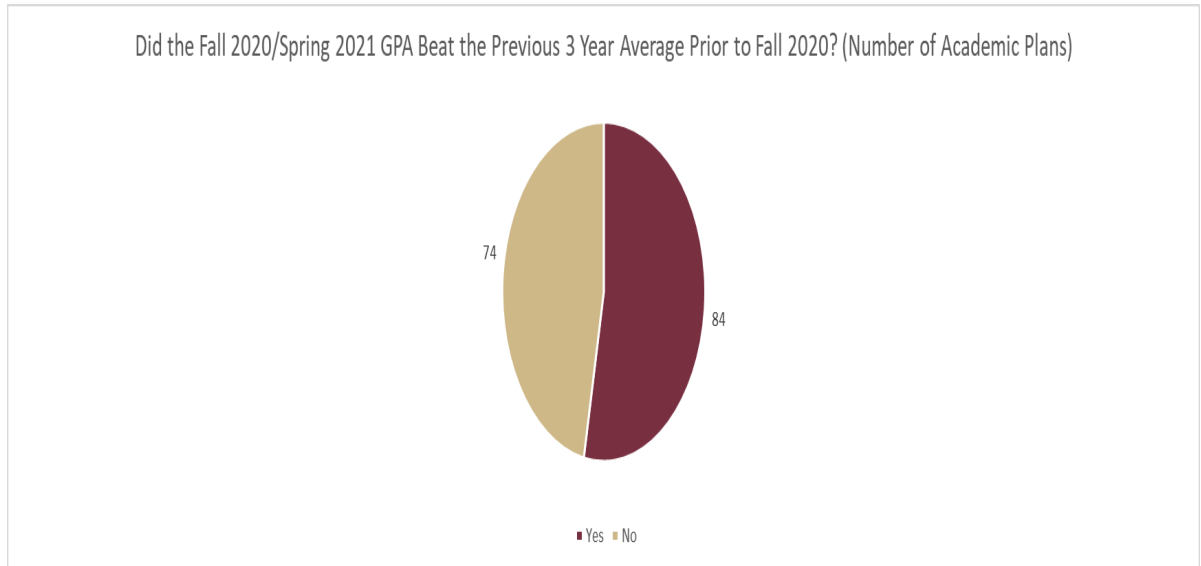


Figure 7

Program Plans: GPA Average Decreases/Increases from 2019/2020 to 2020/2021. Note: the program plans on the far left included a very small number of students and hence are vulnerable to large fluctuations due to the statistics of small numbers.

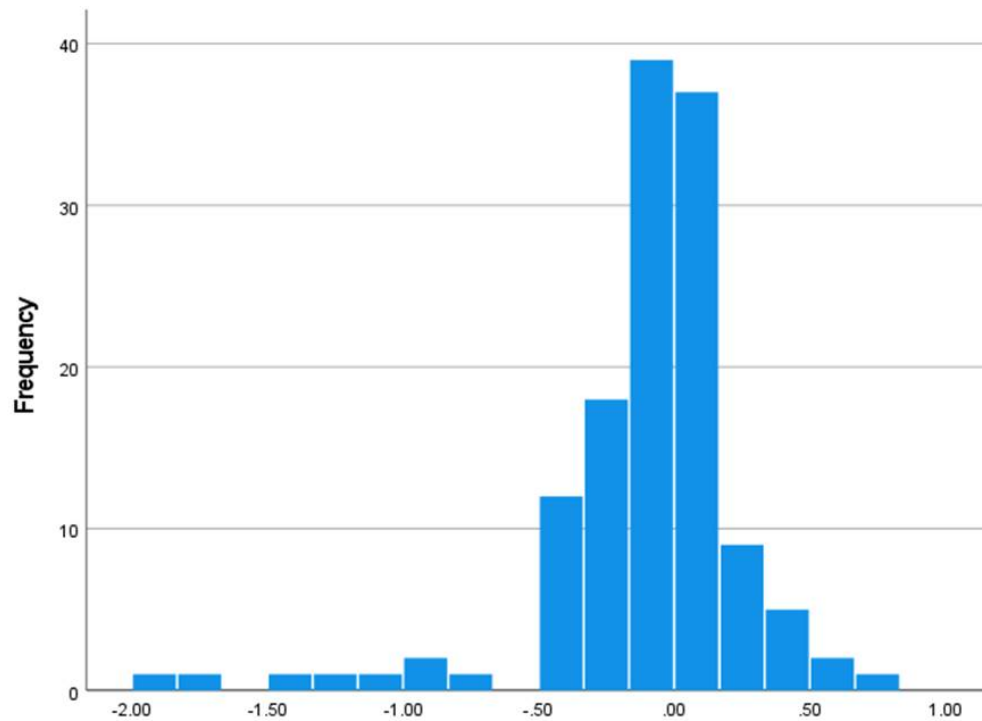


Figure 8
Headcounts of Non-White race/ethnicities from the Fall 2019 – Fall 2021 terms

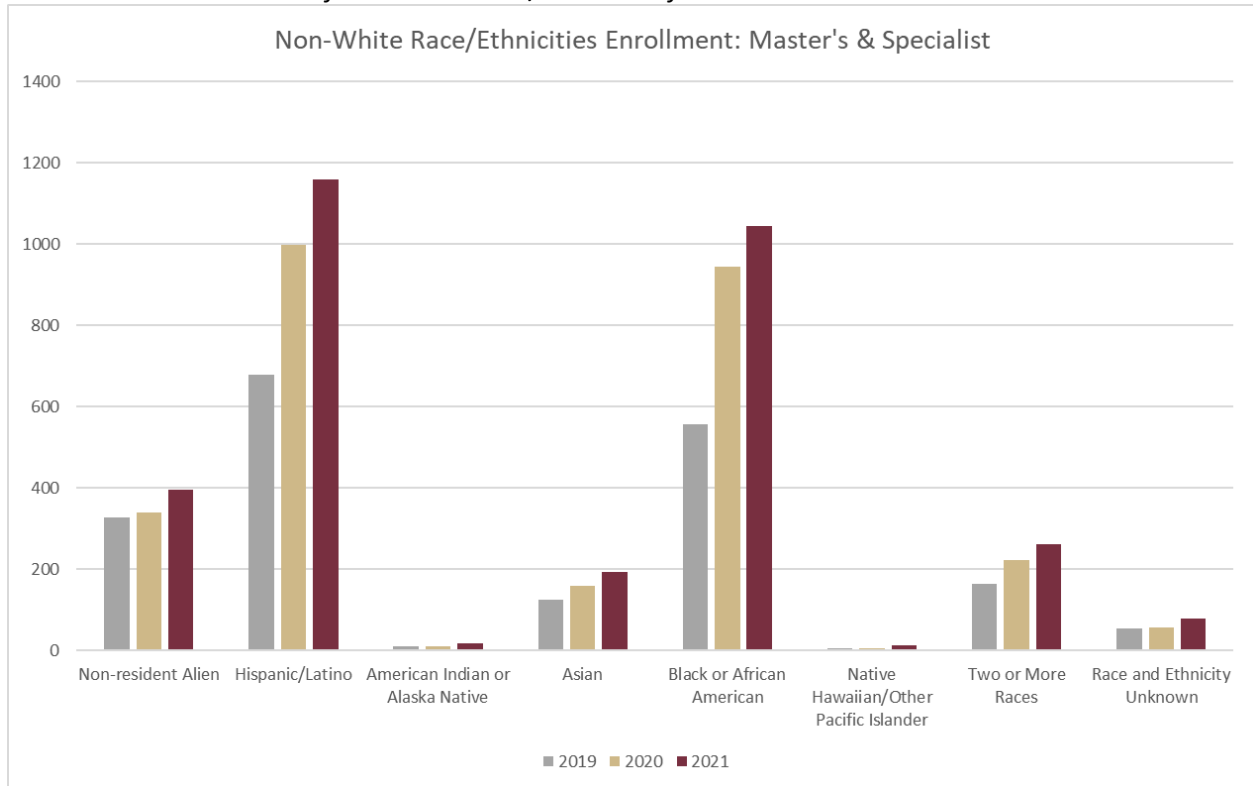


Figure 9
Average GPA Comparison for Fall 2020 and Spring 2021 of the Waiver-Receiving Cohort versus Non-Waiver Receiving Cohorts

