



FLORIDA STATE UNIVERSITY

FACULTY SENATE

MINUTES FACULTY SENATE MEETING WEDNESDAY, APRIL 14, 2021 FSU ZOOM 3:05 P.M.

I. Regular Session

The regular session of the 2020-21 Faculty Senate was held on Wednesday, April 14, 2021. Faculty Senate President Eric Chicken presided.

The following members attended the Senate meeting:

G. Adams, T. Adams, A. Ai, P. Aluffi, D. Armstrong, S. Ballas, E. Bangi, C. Barrilleaux, C. Barry, B. Birmingham, M. Blaber, T. Bradley, M. Buchler, M. Bukowski, U. Bunz, G. Burnett, J. Calhoun, E. Chassignet, E. Chicken, R. Coleman, E. Crowe, P. Doan, J. Du, V. Fleury, S. Foo, M. Gonzalez-Backen, R. Goodman, T. Graban, S. Grant, A. Gunjan, D. Gussak, W. Hanley, P. Hoeflich, C. Hofacker, R. Hughes, E. Jakubowski, K. Jones, C. Kelley, H. Kern, D. Kim, E. Kim, J. Kimmes, E. Klassen, T. Lee, S. Lester, C. Madsen, T. Mariano, G. Martorella, M. McFarland, A. McKenna, E. Murphy, I. Padavic, J. Palmer, E. Peters, D. Peterson, A. Rassweiler, K. Reynolds, N. Rogers, E. Ryan, T. Somasundaram, D. Soper, J. Standley, E. Stewart, R. Stilling, G. Tyson, A. Vanli, A. Volya, D. Whalley, and Z. Yu.

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

I. Alabugin, T. Albrecht-Schoenzart, E. Alvarez, A. Barbu, P. Berli, D. Bish, M. Bourassa, R. Brower, J. Brown-Speights, E. Cecil, I. Chiorescu, M. Duncan, F. Dupulgrenet, D. Eccles, C. Frederlksen, J. Geringer, W. Guo, K. Harris, E. Hilinski, L. Hinnant, A. Huber, P. Iatarola, J. Ingram, K. Ishangi, E. Loic, I. MacDonald, C. Moore, R. Morris, A. Muntendam, M. Nair-Collins, C. Patrick, Q. Rao, L. Rinaman, C. Schmertmann, H. Schwadron, J. Sobanjo, B. Stults, M. Swanbrow-Baker, Q. Yin, and I. Zanini-Cordi.

II. Approval of the Minutes, March 12, 2021 meeting

The minutes were approved as distributed.

III. Approval of the Minutes, March 24, 2021 meeting

The minutes were approved as distributed.

IV. Approval of the Agenda, April 14, 2021 meeting

The agenda was approved as distributed. President Chicken noted that the elections for the Steering Committee may extend throughout the entirety of the Faculty Senate meeting.

V. Election of the Faculty Senate President – Arda Vanli

- The floor was opened to nominations.

- Eric Chicken was nominated. The nomination was seconded. With no objections brought forth, Eric Chicken was reelected as Faculty Senate President through Affirmation.

VI. Election of the Steering Committee – Arda Vanli

- The Steering Committee consists of seven members, of which four members are continuing their term this year. Three seats need to be filled, and there are six nominees for today's election.
- The nominees, who have had brief biographies posted online, are Todd Adams, Geoffrey Adams, Elizabeth Crowe, Petra Doan, Jayne Standley, and Erin Ryan.
- Arda Vanli reviewed the election policies as per the Senate Bylaws, including requirements for committee members from at least four different colleges, as well as various voting rules.
- The floor was opened for additional nominations. No additional nominations were posed.
- Due to the election being conducted online through Qualtrics, an email was sent to the Faculty Senate members with a practice voting form.

VII. Announcements by President Thrasher

- President Thrasher thanked the Faculty Senate for their attendance and congratulated Eric Chicken on his reelection as Faculty Senate President.
- The legislative session continues and seems likely to conclude its business before the end of the regular session. Budget allocations remain the biggest point of contention, especially the ten billion dollars provided to Florida by the Federal Government in the stimulus bill.
- Modified graduation ceremonies will be occurring throughout the month, both for this year's graduates and those who graduated last year that want an in-person ceremony.
- The presidential search is continuing and is still following the expected timetable.
- The floor was opened to questions for President Thrasher.
- The President was asked if there was an update on the bills in the Florida Legislature that allow students to record and publish classroom discussions without consent from the instructor or other students. The President said that despite pushback from Universities across Florida, the bills have been passed by both the House and Senate and will likely be signed into law.
- Eric Chicken asked President Thrasher for comments about the recent revelations of a history of sexual harassment by an individual on campus. The President explained that the necessary actions have been taken to remove this individual from the campus, and that investigations into how and why these incidents took so long to come to light are ongoing.
- Petra Doan, Social Sciences & Public Policy – Asked President Thrasher about a recent incident in which a professor advertised a course online and received a number of online threats that were deemed to put the professor at risk. At President Thrasher's request, the Provost met with the Dean of the college, the department head, and the faculty member in question and collectively came to an agreement to withdraw the course over safety concerns for the professor and potential students. President Thrasher noted that the faculty member in question was young, and that situations of this sort could be avoided in the future by having experienced faculty members proofread course advertisements to check for potential volatility. President Thrasher hopes that the course can be implemented at a later date.
- A Senator in the meeting chat asked President Thrasher for an opinion on the "campus free speech survey" bill that recently passed in the Florida Legislature. President Thrasher remains not in favor of the bill and concerned about the chilling effect it may have but nevertheless plans to look forward towards implementing the bill now that it has been signed into law. Senate President Chicken clarified for the Faculty Senate that the recent string of events concerning

academic freedom is a subject being looked into by the Steering Committee, which is looking into ways to assist the faculty with future attacks on academic freedom.

- President Thrasher suggested to Senate President Chicken that he remain in the meeting call to answer further questions from the Senators throughout the remainder of the meeting.
- At the conclusion of President Thrasher's announcements, Arda Vanli confirmed that the practice voting form was successfully submitted by the Senators, and that the first round of voting would commence.

VIII. Report of the Steering Committee, Erin Ryan

- Thanked both the past year's Senators and the new members of the Senate for their participation in the upcoming year.
- The committee has met three times since the last Faculty Senate meeting.
- Erin Ryan motioned for the proposed meeting dates of the upcoming year of the Faculty Senate to be adopted. With no objections posed, the meeting schedule was approved.
- The steering committee met with Clay Ingram, the new Legislative Affairs Director, to be briefed on the bills in the Florida Legislature that will impact higher education in Florida. Despite heavy pushback from across all of Florida's institutions of higher education, the bill mandating an annual review of "academic viewpoint diversity" as well as mandating that students can record classroom material without consent has passed through the Legislature and will be signed into law. Although they are glad that the bill was slightly revised to only permit recording of lectures and not more vulnerable settings such as seminars and labs, the Steering Committee remains concerned about the long-term financial and holistic impacts of the bill and hope that it will be revisited in future Legislative sessions.
- The bill allowing FSU to rename the Law building is in the process of being approved, but there is not yet certainty that it will be passed.
- The FSU Presidential search continues, with multiple milestones in the search process expected to be met in the coming months.
- The Steering Committee met with President Thrasher and Vice President Kistner to discuss the two incidents in the past month which have prompted concern among the faculty: sexual misconduct on campus and the cancellation of the summer class discussing the history of racism among white women in the United States. The Steering Committee has created a faculty taskforce to assist with fact-finding for the recent incidents of sexual misconduct with the goal of reducing the likelihood of these events occurring again in the future. Following the cancellation of the history class due to safety concerns for the instructor and students prompted by multiple death threats sent to the instructor, there has been concern among the faculty that this capitulation to threat is a danger for academic rigor.
- Erin Ryan finished the report by thanking President Thrasher for his service to the University, especially in meeting the recent challenges of the Pandemic.
- Erin Ryan took questions from the Senators through the text chat, specifically about the student recordings provision of the recent bill. Although the final draft of the bill specifies that only lecture classes are eligible for the permission of undisclosed student recording, the language of the bill fails to specify the exact qualities that distinguish a lecture class from other methods of instruction, such as Socratic seminars and workshops. The bill also includes provisions meant to deter students from sharing recorded material; however, Erin Ryan noted that these provisions not only fail to account for online or otherwise anonymous publishing

of recorded material, but there is also a stipulation that “public money” cannot be spent on prosecuting violations of the bill, limiting the potential application of these deterrents. The State University System plans to advocate for further amendments to the bill to make clear the limits and exceptions to the mandate.

IX. Reports of Standing Committees

a. Elections Committee – Arda Vanli

- The first round of voting was closed, and tabulation of the votes began. President Chicken proposed that the Senate move on to the next standing committee’s report.
- The first round of voting concluded after the report of the Graduate Policy Committee. Erin Ryan and Petra Doan both received enough votes to be elected to the Steering Committee. A second round of voting to fill the third position began.
- The second round of voting concluded after the report of the ad-hoc sustainability committee. Elizabeth Crowe was elected with 60% of the vote.
- The report of the Elections Committee was moved to the next meeting of the Faculty Senate in the Fall for the sake of timeliness.

b. Graduate Policy Committee – Ulla Bunz

- This report is the annual report of the GPC.
- The GPC has proposed many policy changes to the Faculty Senate throughout this year, including revisions to the preliminary exam policy, manuscript clearance, defense grade definitions, graduate TA standards, and enrollment requirements.
- Six Graduate Programs have been reviewed, and all have been recommended for continuation.
- Requests for GRE exceptions have increased across the University’s Graduate Programs; the GPC has adjusted the process to make it easier and recommends anyone who still wants to implement GRE exceptions in their program consult James Beck of the Graduate School.
- Proposals for new degrees in fields including business law, athletic coaching, civil engineering, and interdisciplinary data science have been approved.
- Implementation of the new Graduate TA levels is set to begin in the Fall. The Summer 2022 semester will be the point at which the new Graduate TA levels will change from a transitional option into a finalized mandatory change.

X. Old Business

There was no old business.

XI. New Business

a. Sustainability Resolution – Ian MacDonald (See Addendum 1)

- The ad-hoc Sustainability Committee reported at last month’s meeting with resolution proposing ways that FSU can assume a leadership role in promoting the long-term betterment of society, the environment, and the economy. The Sustainability Committee has brought forth a proposed resolution to be adopted by the Faculty Senate.

- Ian MacDonald stressed the critical importance of adopting new environmentally sustainable practices for the future success of the University.
- The floor was opened for comments and questions from the Senate.
- Senate President Eric Chicken noted a small revision was made between the version of the proposal distributed the previous week to Senators and the version presently up for adoption; the change was the addition of a minor introductory statement for the Sustainability Committee in accordance with Senate bylaws.
- As the proposal came from a non-standing committee, a motion to discuss the proposal was needed. This motion was put forth, seconded, and approved.
- Senate President Chicken noted that although the resolution can be voted on today and adopted, the amendments to the Senate bylaws suggested in the resolution cannot be voted on until the next meeting.
- Kenny Reynolds, Business – Brought up two issues expressed by the College of Business: first, the term “sustainability” is not defined in the resolution; second, elevating sustainability as a strategic goal will then lead to resources being allocated to pursue the strategic goal. The Senator believes that resources at FSU are a finite sum and worries that this will divert resources away from other priorities. The Senator questioned whether Sustainability could be folded into one of the already present strategic goals. Ian MacDonald noted that Campus Sustainability is currently already a subgoal of the sixth strategic goal. Furthermore, Ian MacDonald responded that creating precise, complete definitions for Sustainability on campus would be one of the priority tasks of the standing Sustainability Committee formed by the resolution.
- Ian MacDonald elaborated on the economic burdens that may be related to Sustainability. The Director of Campus Sustainability Elizabeth Swiman has worked with the ad-hoc Sustainability Committee and has noted that the adoption of Sustainability goals may overall be a cost-saving measure for the University.
- Petra Doan, Social Sciences & Public Policy – Expressed appreciation for the work done by the ad-hoc committee on this vitally important subject.
- **The motion to adopt the resolution passed.**

b. Curriculum Policies – UCC, Liz Jakubowski (See Addendum 2)

- The University Curriculum Committee was instructed by Janet Kistner to look into the policy changes made during the past year in regards to usage of Learning Management Systems (at FSU, predominantly the Canvas LMS) and whether these policy changes should be made permanent.
- The first of these proposed changes would establish a set of expectations for the use of Canvas in a class, including the distribution of the class syllabus, recordings of lectures, and student grades.
- **Robin Goodman, Arts & Sciences** – Asked if faculty members can opt to use other Learning Management Systems besides Canvas. Liz Jakubowski responded that Canvas has been vetted by the University and approved as FERPA compliant, and that having the faculty use Canvas provides benefits to the University including centralized syllabus access.

- **Joseph Calhoun, Social Sciences & Public Policy** – Noted that Canvas has a specific system module for the class syllabus, and asked if using said module will be mandatory or if uploading the syllabus as a digital document would still suffice. Liz Jakubowski answered that both will remain acceptable methods of providing the syllabus.
- **Kathryn Jones, Arts & Sciences** – Asked if an uploaded syllabus will be required for smaller discussion classes that are graded on a Satisfactory/Unsatisfactory format. Liz Jakubowski responded that this has been the case for the past year with the adoption of these temporary rules.
- **The Motion to Approve the first proposed policy was approved.**
- The second of these proposed changes would require grades to be logged and distributed to students through the Canvas gradebook. The intent of this proposed change is to adhere to FERPA guidelines by maintaining the security of personal information.
- **Will Hanley, Arts & Sciences** – Asked if there was an existing problem with FERPA compliance that this change aims to address. Furthermore, the Senator also asked if Canvas is able to collect data telemetry on the grades put into Canvas. Kim Barber responded to the first question by noting that having the syllabus and gradebook available in Canvas can be a vital asset for times when an instructor needs to transfer course instruction duties, such as to substitute instructors or their Dean's Office. Situations such as the Pandemic and hurricane seasons often require directing students to central locations for updates.
- Veronica Cline noted the large amount of discussion in the text chat expressing the desire for a revote on the first proposed policy on the basis of new information provided by the discussion of the second proposed policy.
- After further discussion it was established that some Senators in the text chat feel that the policies that are being discussed are all interconnected and should be voted on as a group rather than individually.
- **Erdem Bangi, Arts & Sciences** – Asked if directing students to outside third-party course material from Canvas is allowed under the directions of the proposal. Liz Jakubowski replied that it is not, because the language of the proposal from the second paragraph onwards is not mandatory, but rather are strong encouragements.
- **Trinyan Mariano, Arts & Sciences** – **Motioned to rescind the previous vote on making permanent the first proposed change by the UCC. The motion was approved.**
- Discussion resumed on the UCC's proposal, now discussing all proposed changes as a group.
- **Kathryn Jones, Arts & Sciences** – Supports the idea that the syllabus should be in the LMS, but does not support the mandate of grading in LMS due to Canvas's irregularities in grade calculations.
- **Kathryn Jones, Arts & Sciences** – **Motioned to remove the language mandating use of the LMS gradebook in the UCC's proposal. The Motion was seconded and approved.**

- **Robert Stilling, Arts & Sciences** – Expressed displeasure with the broadness of the requirement that Canvas host “all available recordings of course activities,” and proposed removing the sentence from the amended policy.
- **Robert Stilling, Arts & Sciences** – **Motioned to remove the language requiring instructors to house all available recordings of course activity in Canvas. The Motion was seconded, and the floor was opened for discussion.**
- **Peter Berrli, Arts & Sciences** – Noted that Zoom recordings can be recorded but are automatically deleted after 180 days. Requiring that these recordings remain on Canvas in perpetuity would be difficult for some faculty members to implement. Janet Kistner explained that the goal of this proposal is to help provide students with a clear place to find all of the relevant material to their class. If an instructor is producing recordings of their class, having those recordings housed in Canvas is beneficial for students. Kim Hicks commented that the University’s contract with Canvas underwent rigorous review specifically to maintain student privacy.
- **Charlie Hofacker, Business** – Argued against the proposed amendment on the basis that although distrust of a third-party corporation holding student data is valid, the alternative is a completely decentralized system of instructors using their own methods to store classroom materials. The Senator proposed that the decentralized method poses substantially more practical risks to student privacy.
- **Peter Hoeflich, Arts & Sciences** – Expressed concern over the history of data leaks from large technology corporations, believing that an internal solution at FSU would be preferable.
- **Robert Stilling, Arts & Sciences** – Questioned if it would be in violation of the policy for an instructor to record a class for their own usage and not upload the file to Canvas.
- **The Amendment to remove the language requiring instructors to house all available recordings of course activity in Canvas was passed.**
- **The floor was opened for additional discussion on the newly amended proposal.**
- **Erin Ryan, Law** – Asked if there is cause to hold off on voting given the mixed opinions expressed by the Senate. Liz Jakubowski referred to Janet Kistner, who noted that because the current temporary measures can continue indefinitely, voting on these proposals could be revisited in the Fall. After some clarification on the feasibility of keeping the temporary.
- **Erin Ryan, Law** – **Motioned to postpone discussion on the topic of passing a permanent version of the temporary policy changes until the Fall. The Motion was seconded, and discussion began.**
- Liz Jakubowski noted the additional provision of the proposal which had not yet been discussed which stipulates that courses which will use proctoring software such as HonorLock must disclose this information in the syllabus.
- **Peter Berrli, Arts & Sciences** – Questioned whether the proposal mandates that a course must offer a section without the usage of proctoring software. Liz Jakubowski responded that use of HonorLock is the choice of the instructor and that this policy would not mandate such.

- **Qinchun Rao, Human Sciences** – Felt that the need to specify the use of HonorLock in the syllabus is a burden on instructors who might prefer to use Honorlock sparingly on a case-by-case basis. Liz Jakubowski responded that not all students have the equipment necessary to use Honorlock, and prior knowledge of the potential need of such equipment is beneficial to the student.
- **The proposal to require that the use of proctoring software such as HonorLock be disclosed on the course syllabus was approved.**
- c. **Resolution in Support of Askew School – Patrice Iatarola (See Addendum 3)**
 - The resolution voices support for the Askew School faculty and students and calls for a set of actions to be taken by the University to rebuild trust in the administration, including a third-party investigation of the handling of sexual misconduct on-campus.
 - President Thrasher made remarks on the resolution at the start of the discussion, delayed briefly by technical difficulties. President Thrasher is open to considering the recommendations made in the resolution but does not wholly agree with the statement that the students and faculty have lost trust in the University. The President believes that the University Administration did fulfill its duty in removing the offender from campus.
 - **Nancy Rogers, Music** – Spoke on experiences as the chair of the UFF-FSU Grievance Chair and said that some of the provisions in this resolution would be nonstarters to the UFF.
 - **Robin Goodman, Arts & Sciences** – Concurred with Senator Nancy Rogers that the current language of the resolution needs to be heavily altered to be feasibly passed.
 - **Kenny Reynolds, Business** – Agreed with the comments expressed by the previous Senators and said that a third-party investigation should occur before any of the other actions suggested in the resolution are considered, because information about the sexual misconduct incident and the subsequent investigation is relevant to those proposals.
 - **Michael Buchler, Music** – Reiterated support for the intent of the resolution, but agreed with the previous Senators that major revision is necessary.
 - **Kathryn Jones, Arts & Sciences** – Proposed an amendment to the resolution that prohibits the termination of an investigation upon retirement.
 - **Erin Ryan, Law** – Noted that there are legal considerations that need to be examined throughout the resolution. Erin Ryan suggested that rather than attempt to amend the current resolution, it may make more sense to pass an introductory resolution now to express solidarity, then allow the recently formed task force time to study and make recommendations for a later resolution that calls for specific actions.
 - **Kathryn Jones, Arts & Sciences** – **Withdrew the proposed amendment.**
 - **Erin Ryan, Law** – **Proposed an amendment to the resolution removing the list of proposed actions.** The proposal was seconded, and the floor was opened for discussion.
 - **Ralph Brower, Social Sciences** – **Spoke about the reasoning behind the proposed action of providing outside counselling services:** the effects of these revelations of sexual misconduct extend far beyond just removing the offender from the University;

students who have co-authored scholarly works with the offender will have their academic career impacted, alumni of the offender's courses have had their trust in their instructors damaged, and the culture that allowed the offender to get away with these crimes continues. Ralph Brower felt that a third-party investigation is warranted due to the history of conflicts of interest within the administration. The decades of leniency and continued support of the offender's career represents gross misconduct by the administration. The Senator stated that the seriousness of the incident and the systemic nature of the abuses means that action must be taken immediately, not left to incremental changes proposed by the task force.

- **Erin Ryan, Law** – Agreed with Ralph Brower's statements and clarified that the purpose of the amendment removing the proposed actions was only to
- **Peter Hoeflich, Arts & Sciences** – Expressed the opinion that the current resolution should have the goal of supporting mechanisms to further an ongoing investigation of the recent incident and showing support for all victims of the offender. The Senator proposed an amendment to the current amendment to the resolution prohibiting the termination of ongoing investigations and providing external counseling resources to any students who have been impacted by sexual misconduct and harassment.
- **Michael Buchler, Music** – Reiterated disapproval with the call for external counseling resources and questioned the need for it when the University Counseling Center is already available to students. Ralph Brower responded that the victims of the offender include alumni across the country, and that the UCC cannot accommodate them.
- **Lynne Hinnant, Communications** – Inquired if the issue was specifically that the UCC cannot provide counselling to alumni. Ralph Brower noted that the UCC has not yet provided counselling to effected students on campus, so the issue is wider in scope than just the criteria of current attendance at FSU.
- **Peter Hoeflich, Arts & Sciences** – Reiterated the opinion that whether it is internal or external counselling should be up to the student or alumni in question so they can make the best decision for themselves.
- **Irene Padavic, Social Sciences & Public Policy** – Expressed issue with the final sentence of the proposal; the wording of providing external counselling services to provide a "safe and secure location" to affected students implies that the UCC is not a safe and secure environment.
- **Trinyan Mariano, Arts & Sciences** – Stated issue with the ambiguity of the current amended proposal and requested the reintroduction of language mandating that investigations must proceed to conclusion regardless of employment status of the subject of investigation. This language was added to Peter Hoeflich's proposed amendment.
- **Erin Ryan, Law** – Reiterated that although these proposed amendments to the resolution are good, the introduction of additional specific calls for action seems to be divisive for the Senate. The Senator expressed intention to vote no on the amendment to the amended proposal on the grounds of desiring that whatever is passed today by the Faculty Senate be something with majority approval.

- **Geoffrey Adams, Business** – Inquired for the possibility of an ad-hoc committee to continue working on the Resolution. Eric Chicken noted that the special task force is already in production.
- **Robert Stilling, Arts & Sciences** – Agreed with Erin Ryan’s view on the amendment to the amended proposal. A more generalized statement would be more rhetorically impactful at this time.
- **Michael Blaber, Medicine** – Noted that the title of this resolution refers to alleged sexual misconduct, and that so long as the premise remains alleged no punitive actions can be called for.
- Eric Chicken brought discussion to a close and reminded the Senate that the Director of Human Resources and the Dean of the Askew College were available for discussion.
- **The motion to amend the amendment to the resolution was not passed.**
- Discussion returned to the original amendment to the resolution, which is a single paragraph expressing support for the Askew School.
- **Renitia Gibbs, Human Relations** – Gave a few clarifications to the history of allegations surrounding Richard Feiock: the 2005 complaint was handled by Audit Services, not FSU HR. The 2020 complaint was the first official complaint brought to HR, and from there HR took only two days to remove Richard Feiock from the campus. As such, the system in place to mitigate current impact on the community remains sound. In addition, Renita Gibbs stated that FSU has no jurisdiction to compel a faculty member to continue working. Specifically pertaining to the investigation into Richard Feiock, the investigation did not end prematurely due to the subject’s resignation; rather, Richard Feiock was the last scheduled interview, and his refusal to respond to the interview through his retirement led to his removal from the interview list, and thus the conclusion of the investigation. Renita Gibbs stated that she is currently investigating the concerns of the UCC not receiving students who seek counseling related to these revelations.
- Eric Chicken called for final discussion on Erin Ryan’s amendment to the original resolution.
- **Kathryn Jones, Arts & Sciences** – Noted that alumni are no longer mentioned in the resolution, and proposed adding alumni to the list of those who the Faculty Senate support. This was accepted by Erin Ryan and added to the amendment.
- **The Motion to Amend the proposed resolution was approved.** No further discussion was brought forth.
- **The Motion to Adopt the resolution was approved.**
- Tim Chapin, the Dean of the College of Social Sciences & Public Policy, thanked the Faculty Senate for their efforts at this meeting, urged continued support for those effected, and condemned Richard Feiock.

XII. University Welfare

a. United Faculty of Florida, Florida State University Chapter, Michael Buchler, Vice President

- With Matthew Lata having left, Michael Buchler filled in for the UFF report.
- Bargaining has begun, and both sides are beginning discussions of articles.
- The union-busting bill has not been heard in the Legislature, and the FEA (Florida Education Association) website has more information.

The meeting adjourned at 6:20 p.m.

Eric Chicken
Faculty Senate President

Sustainability Committee Resolution
for Senate Consideration at April 14, 2021 Meeting

Pursuant to the March 24, 2021 Report of the (ad hoc) Senate Sustainability Committee and its discussion thereof, be it resolved that the Faculty Senate proposes the following:

1. That the University elevate sustainability to a core strategic goal and systematically include sustainability in consideration of campus management, development, and curriculum; and
2. That the University establish a Sustainability Council that reports to the President and exercises oversight of progress toward sustainability goals.
3. The Faculty Senate establishes a standing Senate Sustainability Committee to provide relevant input and accountability as the University becomes a national leader in sustainability.

To formally create a standing Sustainability Committee, the Senate further resolves to amend the bylaws as follows:

Senate Bylaws, Section G, Standing Committees:

“Sustainability Committee

The Sustainability Committee shall provide input, expertise, and accountability in service of university decision-making as FSU works toward national leadership in sustainability.

The Committee shall consist of up to nine faculty members appointed by the Steering Committee, with the advice and consent of the Senate, for staggered three-year terms. The Director of Campus Sustainability, or his or her designate, shall be a nonvoting ex-officio member. The Committee chairperson shall appoint annually one student to serve as a nonvoting member. The Committee may also invite to its meetings representatives of administrative offices, students, and others with relevant expertise and implementation responsibilities.

The chairperson shall be appointed by the Steering Committee from the faculty representatives. The Committee will make its recommendations to the Steering Committee, which will transmit the recommendations to the Senate for action.”

Attachment: *Sustainability Committee Report of March 24, 2021*

FSU Senate Sustainability Committee Report

March 17, 2021

ELEVATING FLORIDA STATE UNIVERSITY’S COMMITMENT TO SUSTAINABILITY

Overview

The FSU Senate Sustainability Committee offers a vision for sustainability at FSU that, with consensus from the Faculty Senate, we can advance to the wider University. We propose a short list of actionable institutional changes at FSU that will elevate sustainability as one of our university’s core strategic goals and position FSU as a sustainability leader on a national level.

Sustainability at FSU

At the heart of sustainability is the fundamental commitment to the betterment and long-term well-being of society, the environment, and the economy. FSU can advance this commitment by ensuring informed shared governance, improving institutional practices, and requiring university actions to meet sustainability values from the outset. The Sustainable Campus Office has already accomplished significant milestones, leading to recognition for FSU by the Association for the Advancement of Sustainability in Higher Education and the Princeton Review. Enhancing sustainability is already part of our Strategic Plan, though it is the final objective in Goal VI (“Excellence and Reputation”), the last of six strategic goals. Drawing on the expertise and enthusiasm of our faculty, students, and staff, FSU is ready for more ambitious action, and well-positioned to strive for national leadership among sustainable campuses.

On behalf of the Faculty Senate, we pledge to work with the administration and all members of our community to promote sustainability as a core strategic goal of the highest priority. Benefits from this initiative will include the advancement of our national standing, improved faculty and student recruitment, a healthier campus environment, long-term economic stability for the institution, and the promise of a better future for our students, community, and state.

Actionable Goals

Elevating sustainability at an institutional level will require simultaneous action on multiple fronts. Ideally, it would include the creation of a permanent Sustainability Officer in the FSU President’s cabinet, a Sustainability Council to ensure that sustainability objectives infuse high-level decision-making, and a process to ensure that sustainability be considered in planning the future and functioning the University. As we evaluate candidates for leadership positions, their commitment to sustainability should be a priority consideration. Additional goals include:

- A presidential taskforce to consider immediate sustainability measures that can be taken to improve FSU’s sustainability footprint in the near term;

- Formal procedures to ensure that the planning and implementation of long-term university projects, including energy sourcing, infrastructure, transportation, recycling, resource stewardship, etc., be conducted in accordance with sustainability principles;
- Increasing the prominence of sustainability principles in university curriculum, research, service, and student engagement to address current and future challenges; and
- Advancing accountability by investing in the compilation, analysis, and presentation of FSU's progress toward discrete sustainability goals.

Faculty Role

The faculty will play an integral part in the accomplishment of these sustainability objectives. Individual faculty members can continue to teach sustainability from within their respective disciplines, role model examples of sustainability in action, and seek opportunities to make sustainability a component in new or existing course offerings. The Sustainability Committee will work to advocate sustainability at FSU by proposing concrete measures, advocating for their adoption, and providing oversight and accountability through their implementation.

Proposed Changes to Academic Policies

Temporary changes that the university would like to retain:

Required Minimal Learning Management System (LMS) (e.g., Canvas) Usage (or another university-approved, FERPA-compliant reporting tool for which the university has a contract).

All instructors teaching through any means (face-to-face, online, remotely, hybrid) are required to use the University-approved learning management system (currently Canvas) and its integrated systems for the following purposes: Distributing and storing the course syllabus along with any syllabus updates, housing all available recordings of course activities (if recordings are used), and maintaining student grades for student viewing. The only exceptions are courses set up as individual academic experiences such as internships, directed independent study (DIS), supervised research, supervised teaching, preliminary examinations, and thesis or dissertation credits. Please note that individual departments, schools, and colleges may require that other features of the University-approved learning management system must be used. Final grades may be submitted via the University-approved learning management system or entered manually via the grade submission tool in my.fsu.edu. Contact the [Office of Distance Learning](#) if you need [technical assistance](#) or [training](#) on the [use of Canvas for grades](#) (currently approved system).

Instructors are also strongly encouraged to use the University-approved LMS for posting announcements, using the calendar for informing students of deadlines for submitting work, providing access to all course materials, and scheduling video- or web-conferencing meetings through University-approved apps. If the course activities or materials are in a system other than the University-approved LMS, links or reference information should be provided so a student can access the materials on that platform/system/tool/ etc. This ensures that students who are geographically dispersed and taking courses asynchronously have access to course content and provides an extra layer of security for video- or web-conferencing sessions. Doing so will also allow for uniformity across students' course loads and facilitate the process of making up of course work missed because of illness, periods of self-isolation, and other excused absences. Using the FSU Emergency Module in Canvas, the current LMS, can make course delivery more resilient in emergencies of all kinds. Contact the [Office of Distance Learning](#) Canvas Support Center (<https://support.canvas.fsu.edu/home/>) for technical assistance or training on the use of the University-approved learning management system.

Posting of Student Grades. To protect private student data and ensure compliance with the Family Educational Rights and Privacy Act (FERPA), instructors must use a FERPA-compliant tool for which the university has a contract. Instructors are required to use the learning management system, Canvas, for posting student grades on coursework (e.g., assignments, exams, quizzes, etc.) for student viewing. Because of the risk of identity theft, grades must never be posted through any other means unless reviewed by the Registrar's Office and approved as FERPA-compliant. Final grades may be submitted via Canvas or entered manually via the grade submission tool in my.fsu.edu. Contact the [Office of Distance Learning](#) if you need [technical assistance](#) or [training](#) on the [use of Canvas for grades](#) or if you wish to request approval to use some other FERPA-compliant reporting tool for which FSU has a contract.

New: Proposed addition to syllabi

Instructors who intend to use online proctoring in their courses (e.g., Honorlock) must include this information in their course syllabi so that students who are unwilling to use online proctoring have the choice of dropping the course during the Drop/Add period.

Example statement: This course uses the online proctoring tool of Honorlock. This will be required for all exams. No exceptions will be made for the use of this tool for this course.

RESOLUTION

ALLEGED FACULTY SEXUAL MISCONDUCT

The FSU Faculty Senate hereby voices support for Askew School faculty, students, and alumni as they, as well as the broader university community, come to terms with the alleged predatory, long term sexual misconduct by Richard Feiock, a former Askew School faculty member.