



FLORIDA STATE UNIVERSITY
FACULTY SENATE

AGENDA
FACULTY SENATE MEETING
WEDNESDAY, OCTOBER 19, 2022
3:05 P.M.

Regular Session

The regular session of the 2022-23 Faculty Senate was held on Wednesday, October 19, 2022. Faculty Senate President Eric Chicken presided.

The following members attended the Senate meeting:

T. Adams, E. Alvarez, S. Ballas, E. Bangi, A. Barbu, C. Barrilleaux, H. Bass, R. Baumbach, W. Berry, B. Birmingham, D. Bish, M. Blaber, M. Bourassa, R. Brower, D. Broxterman, M. Buchler, U. Bunz, J. Calhoun, E. Chassignet, E. Chicken, E. Coggeshall, E. Coleman, R. Coleman, L. DeBrunner, A. Dewan, M. Duncan, D. Eccles, V. Fleury, K. Gallivan, J. Geringer, M. Gonzales Backen, R. Goodman, T. Graban, W. Hanley, P. Hoefflich, R. Hughes, K. Ishangi, M. Killian, E. Kim, J. Kimmes, E. Loic, Y. McLane, C. Moore, E. Murphy, J. Ohlin, G. Ostrander, T. Owen, C. Owens, J. Palmer, M. Porter, J. Proffitt, Q. Rao, A. Rassweiler, N. Rogers, E. Ryan, H. Schwadron, T. Somasundaram, D. Soper, J. Standley, E. Stewart, R. Stilling, B. Stivilia, M. Swanbrow Becker, Y. Tang, K. Ueno, A. Volya, D. Whalley

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

P. Aluffi, J. Ang, D. Armstrong, C. Ann Baade, C. Barry, A. Boutin, E. Brookshire Madden, M. Bukoski, J. Chanton, I. Chiroescu (E. Hinchman), S. Daniels, F. Dupuigrenet, S. Foo, G. Gerard (C. Marzen), A. Gunjan, W. Guo, D. Gussak, M. Hanline, E. Hilinski, C. Hofacker, B. Howren, P. Iatarola, S. Johnson, K. Jones, A. Khurshid, A. Lemmon, S. Lester (V. Joos), W. Li, M. Mack, G. Martorella, P. Murette (M. Bryant Howren), A. McKenna, J. McNulty, R. Morris, E. Peters, N. Pifer, R. Roberts, C. Schmertmann, O. Steinbock, A. Stiegman, B. Sults, G. Tyson (R. Marrinan), Z. Yu

I. Approval of the agenda, October 19, 2022 meeting

The agenda was approved as distributed.

II. Approval of the minutes, September 14, 2022 meeting

The minutes were approved as distributed.

III. Report of the Steering Committee – Bridgett Birmingham

- Bridgett Birmingham began her report by stating that the steering committee is continuing to ask for updates and is working with administration on mold remediation, post tenure review, open dean searches, and the AI Task Force initiatives.
- Bridgett Birmingham reported that there are two members of the Steering Committee on the new strategic plan planning team.
- The Steering Committee is continuing conversations about how best to address the academic freedom and to move forward on the Board of Governors request for endorsement of an academic freedom statement.
- The Steering Committee has made progress on filling the University Curriculum Committee.

IV. Announcements of the President of the University

- President McCullough began his report by stating all the positions that were filled within his first year as president.

- President McCullough spoke about the new Vice President for University Advancement and Vice President for Research.
- President McCullough reported that there is still a search for a new Chief Marketing Officer. The search for a Dean for the College of Medicine is concluding. The search for the Dean for the College of Social Work and College of Communication Information is going to launch soon.
- FSU's earned 19th in public universities in the United States and FSU has been in the top 20 for four years in a row. FSU is ranked 55th among all universities in the nation. The university is ranked 8th in best value university in the nation and 1st in the state of Florida. FSU has about 25% of our students as first-generation students. FSU has an 85% 6-year graduation rate and a about a 95% first year retention rate.
- President McCullough discussed his focus on hiring tenure track faculty and faculty salaries.
- President McCullough wanted to reiterate his strong support for the tenure system and is working to protect it at the university.
- President McCullough discussed they are working hard on the new initiative FSU Health. The hope is to build an academic medical center for innovative and dynamic, comprehensive health care.
- **Robin Goodman, Arts and Sciences** – discussed bargaining and merit and asked for President McCullough to elaborate on post tenure review. President McCullough discussed that the union is not pushing back on merit. President McCullough discussed the how the tenure review will most likely not change in any dramatic sense.
- No other questions were posed for President McCullough or Provost.

V. Reports of special committees

- President Chicken stated there were no reports from Special Committees at this time.

VI. Reports of standing committees

a. Project Masters – GPC, Ulla Bunz (addendum 1)

- Ulla Bunz began her report with the project master's language proposal which is the first item on the agenda. The content of the project has not changed, this proposal is just to clarify confusing information about the project. As well as reducing the minimum letter-based hours from 21 to 18, which is in line with traditional thesis tracks. They would also like to remove the tracked deadlines for written components and thesis and make all components of the creative project due at the end of the semester. Units are still allowed to set earlier deadlines.
- No questions posed for Ulla.
- **President Chicken – motioned to move to a vote. The motion passes.**

b. University Representative – GPC, Ulla Bunz (addendum 2)

- Ulla Bunz discussed the revisions wanting to be made to the Graduate's Bulletin's section on the University Representative language. The reasoning for the revision is to have more inclusive language, clarification that not all units are departments, and to avoid misinterpretation by units with informal sub-divisions.
- **Daniel Broxterman, College of Business** – asked when this revision would be implemented.
 - Ulla Bunz answered that this revision would be implemented in Fall 2023.
- **Michael Buchler, Music** – expressed his concern for the revisions effect on the College of Music since they do not have departments.
 - Ulla Bunz discussed the possibility of the College of Music implementing official departments. She also discussed the importance of having representation outside of ones college on graduate committees.
- **Nancy Rogers, Music** – discussed the importance of having a university representative for the College of Music who is knowledgeable about the subject. She discussed how the proposal for this revision is causing more disadvantages than advantages, this will introduce problems that they do not currently have, and this will increase the chances of getting a biased university representative.
- **Jayne Standley, Music** – spoke not only as a representative of the College of Music but also as the chair for the GPC for 14 years. She said that the revision being made was changing the

definition of department having to fit into the structure of the university. She discussed that the policies developed in the GPC across the entire university have always been developed with the concept, one size does not fit all and that colleges can interpret and facilitate what fits for their field within policy. The College of Music has not been misusing or misinterpreting the policy because when it was set up, the department was allowed to be defined by the college. The College of Music has, from the very beginning of this policy, defined departments and been very careful to ensure that outside members come from within the College of Music, but not from within the area.

- **Michael Blaber, Medicine** – wanted to note that the form the university representative has to fill out requires a paragraph about the significance of the work. It seems to me you would have to remove this because to fill this paragraph out the university representative does have to be a content expert.
- **Robin Goodman, Arts and Sciences** – proposed a friendly amendment to allow the university representatives to come from different areas in the absence of having departments, in consideration of the College of Music’s concerns for the revision.
 - Ulla Bunz said she does not want to approve the friendly amendment and but is willing to bring this concern up with the GPC.
- **Hank Bass, Arts and Sciences** – wanted to suggest a short-term possibility of adding another committee member would satisfy the need for expertise since there is no limit on committee members.
- **Tarez Graban, Arts and Sciences** – would like to be in favor of the friendly amendment from Robin Goodman.
 - Ulla Bunz again stated that she would still not be in favor of the friendly amendment.
- **Bridgett Birmingham, University Libraries** – proposed a motion to postpone debate until the next meeting.
 - President Chicken moved a motion to postpone this to the next senate meeting on November 16. The motion was seconded. President Chicken moved to discussion on postponement, no discussion. There was no objection to the postponement. **The motion was passed.**
 - President Chicken asked Ulla Bunz to take the ideas back to the GPC. Senators, please email suggestions to Ulla Bunz. There were no other reports for standing committees.

VII. Unfinished business

- President Chicken stated there is no unfinished business at this time.

VIII. New Business

a. COACHE – Janet Kistner, VP Faculty Development and Advancement (addendum 3)

- Janet Kistner reported the results from the COACHE survey. She began by discussing the job satisfaction survey. This survey is administered every 3 years. The response rate was 46%, which is better than most universities that participated. Out of the 25 benchmarks, 22 were defined as “strengths” and 0 defined as “concerns”. This puts us in the upper third of the national cohort. The survey also allows us to compare our university with other peer universities.
- Janet Kistner went through some of the data and concluded with their next steps will be to continue to have conversations with various groups, faculty and administrative, to get a better understanding of their issues or concerns and how we can all improve on them.
- President Chicken opened the floor for questions.
- **Will Hanley, Arts and Sciences** – noted that in the governance aspect, it appears that FSU is really outperforming other universities, and wanted to make sure we preserve our governance.
 - Janet Kistner agreed, and she is hopeful that FSU will maintain this shared governance.
- No other questions were posed.
- President Chicken noted there were no other topics of New Business.

IX. **Special orders**

a. **Building Testing – Kyle Clark, VP Finance and Administration**

- Kyle Clark reported that during our collective bargaining contract negotiations with the UFF. The university agreed that all campus buildings shall be regularly inspected to ensure the safety of our students, faculty, and staff. This includes air handling units must be equipped with the highest rated compatible filters that will be replaced according to manufacturer's directions. The buildings will be inspected for radon according to best practices and occupants will be notified of those results. The buildings will also be inspected for mold and other biological hazards and if found the faculty will also be notified as soon as possible. Over 86% of the buildings that we have tested for radon thus far have resulted in no action required.
- Website: radonresponse.fsu.edu
- In addition to the radon work that is underway, we also have several buildings that have been evaluated for other hazards. The most common type of mold that has been found in our buildings thus far is the Cladosporium mold. This is also one of the most common molds found in Florida.
- Remediation plans for each building include hiring a third-party oversight by a certified industrial under a specification that has a basis for mold remediation in other state of Florida buildings and offices.
- In terms of the buildings right now are underway in terms of remediation, the William, Sandals, and Dunlap building are already 90% of the way complete what their remediation. Engineering A and B have made great progress in terms of the mold remediation and has over halfway completed.
- President Chicken opened the floor for questions.
- **Michael Blaber, Medicine** – asked if a building is not listed will be they be examined or have they already been examined.
 - **Kyle Clark** – responded that they are in the process of evaluating all the buildings. What is listed is what has been done so far.

X. **University Welfare**

- **Matthew Lata, UFF** - Remind faculty that even the 4% across the board raised was a result of lengthy negotiation between our bargaining team and administration. Their major focus now has been the upcoming election. They have done a lot of work to encourage students and faculty to vote.
- No questions posed.
- No other items of University Welfare.

XI. **Announcements of deans and other administrative officers**

- No announcements were presented.

The meeting adjourned at 4:40 pm.

Graduate Policy Committee

Proposal: change Bulletin language in the Project Master's Program section

Reasoning: A few years post-implementation, it has become apparent that certain changes are necessary for fairness, feasibility, and clarity.

Project Master's Program. A project master's program is primarily focused on creative achievement and activity culminating in a terminal project distinguished by its predominantly non-written output. While project master's programs include graduate coursework in specific content areas, the emphasis is on applied and/or creative activity, interpretation, and theory. The project in a project master's program does not follow the traditional model of academic, written, publishable work. While it is acceptable for there to be a written component included in the project, the majority of the work should be in a format other than a traditional written document (e.g., students may do both a performance and written assignment). The project may take a variety of specialized interactive formats, including but not limited to: audio/digital (e.g., film, video, photography, or static image), performance (e.g., dance, theater, music), or art (e.g., exhibit). The scope of the project is discipline-specific and typically requires more than one semester of intensive work and exceeds the requirements for a typical course project/assignment. The project must present an original artistic and/or professional endeavor produced by the student under the close supervision of the student's faculty supervisory committee. Each unit may choose its own nomenclature for the project (including but not limited to: "creative project," etc.), as long as the terminology does not include the word "thesis" and is distinct from terminology chosen for the coursework-only program within that unit.

To qualify for a master's degree in a project program, the student must complete a minimum of thirty semester hours of credit. At least eighteen of these hours must be taken on a letter-grade basis (A, B, C). The minimum number of project hours for completion of a project master's program shall be six hours.

Additional requirements for Thesis-Equivalent Project Master's Programs

Thesis-equivalent projects being completed by students in a project master's program require two course codes: one for the project credit hours (or unit-specific nomenclature) and one for the project defense (or unit-specific nomenclature). Graduate students pursuing a thesis-equivalent project master's program must be supervised by a committee of three faculty with GFS and must meet any additional committee requirements set by their academic unit. Additionally, such students must be enrolled in a minimum of two project hours in the semester of graduation.

Thesis-equivalent project master's program students do not need to adhere to the thesis formatting guidelines and deadlines. They may defend their project up until the last regular class day of the semester unless an earlier deadline is set by their academic unit. Thesis-equivalent project master's program students are required to submit a record of their output (in electronic format) to their academic unit by the last regular class day of the semester, per the FSU Academic Calendar, for storing and cataloging, unless an earlier deadline is set by their academic unit. No additional forms are required for submission to the Manuscript Clearance Advisor in the Graduate School. Both a successful defense and submission of the project must

be completed by the last regular class day of the semester in which the student intends to graduate unless an earlier deadline is set by their academic unit. In addition, the submission of the project must be entered into the Graduate Tracking System by the Graduate School by the end of the defense semester and prior to the "Grades due" deadline, per the FSU Academic Calendar.

Graduate Policy Committee

Purpose: Proposed language change to the Graduate Bulletin's section on the University Representative

Reasoning: more inclusive language, not all units are departments (e.g. schools, colleges); avoid misinterpretation by units with informal sub-divisions

Current language with suggested changes indicated:

The University representative is drawn from outside the student's department or school, as well as outside the student's degree program for interdisciplinary programs. If the academic college/unit does not have any departments or schools, or if the college has departments or schools but the degree is administered only at the college level, then the university representative must be drawn from outside the student's home college. The University representative must be a tenured member of the faculty with Graduate Faculty Status and should be free of conflicts of interest with other members of the supervisory committee (see above Supervisory Committee Section). The University representative is responsible for ensuring that the student is treated fairly and equitably in accordance with University, College, and Departmental guidelines and policies, and that decisions made by the supervisory committee reflect the collective judgment of the committee. This responsibility begins with appointment to the supervisory committee and ends with the defense of the dissertation. The University representative should verify that the defense is conducted appropriately, and then submit the online Doctoral Defense Report on The Graduate School's Manuscript Clearance Portal within one week of the defense. Content knowledge in the subject of the dissertation is valuable for the University representative, but not required. In addition, the University representative represents the University's interest and is responsible for ensuring that our doctoral graduates are of high quality. If questions or irregularities arise that cannot be resolved ~~within the~~ at the college-level, the University representative should contact the Dean of The Graduate School for resolution.

COACHE 2021 RESULTS

FACULTY SENATE MEETING

OCTOBER 19, 2022

Janet Kistner

Office of Faculty Development & Advancement

TODAY'S AGENDA

COACHE 2021 Faculty Survey Results

- What did we learn?
- How are we using the results?
- What are the next steps?

COACHE FACULTY JOB SATISFACTION SURVEY

- Administered every 3 years starting in 2015
- Last administered in spring 2021
- Response rate = 46% (> than cohort & peers)
- Of 25 Benchmarks
 - 22 defined as “strengths”
 - 0 defined as “concerns”

- 2 comparison groups
 - “Cohort”: 80 universities
 - “Peers”: 5 universities

North Carolina State University

University of California - Davis

University of Maryland

UNC - Chapel Hill

University of Texas - Austin

Faculty Job Satisfaction Survey Highlights

#1 AMONG PEER INSTITUTIONS FOR FACULTY SATISFACTION WITH:



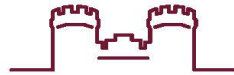
LEADERSHIP
AT ALL LEVELS



APPRECIATION
& RECOGNITION



ALL ASPECTS OF
GOVERNANCE



81%*

Report overall satisfaction
with FSU as a place to work



BEST ASPECT
of FSU is the **quality and
support of colleagues**



94%*
Recommend their
department to others

* Exceeds Peer Institutions

STRENGTHS FOR FACULTY:



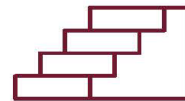
81%*

See colleagues and
leaders as **committed to
diversity & inclusion**



81%*

View departments
as **collegial places
to work**



86%*

Satisfaction with **clarity
of tenure processes
and policies**



88%*

Satisfaction with
**their health
benefits**

FACULTY-IDENTIFIED AREAS FOR GROWTH:

Mentoring Faculty Across Career Stages

Faculty Equity, Diversity, and Inclusion

Interdisciplinary Work & Collaboration

Clarity/Support Around Promotions

Departmental Quality and Engagement

Family Policies and Retirement Benefits





Your results compared to PEERS ◀

Your results compared to COHORT ▶

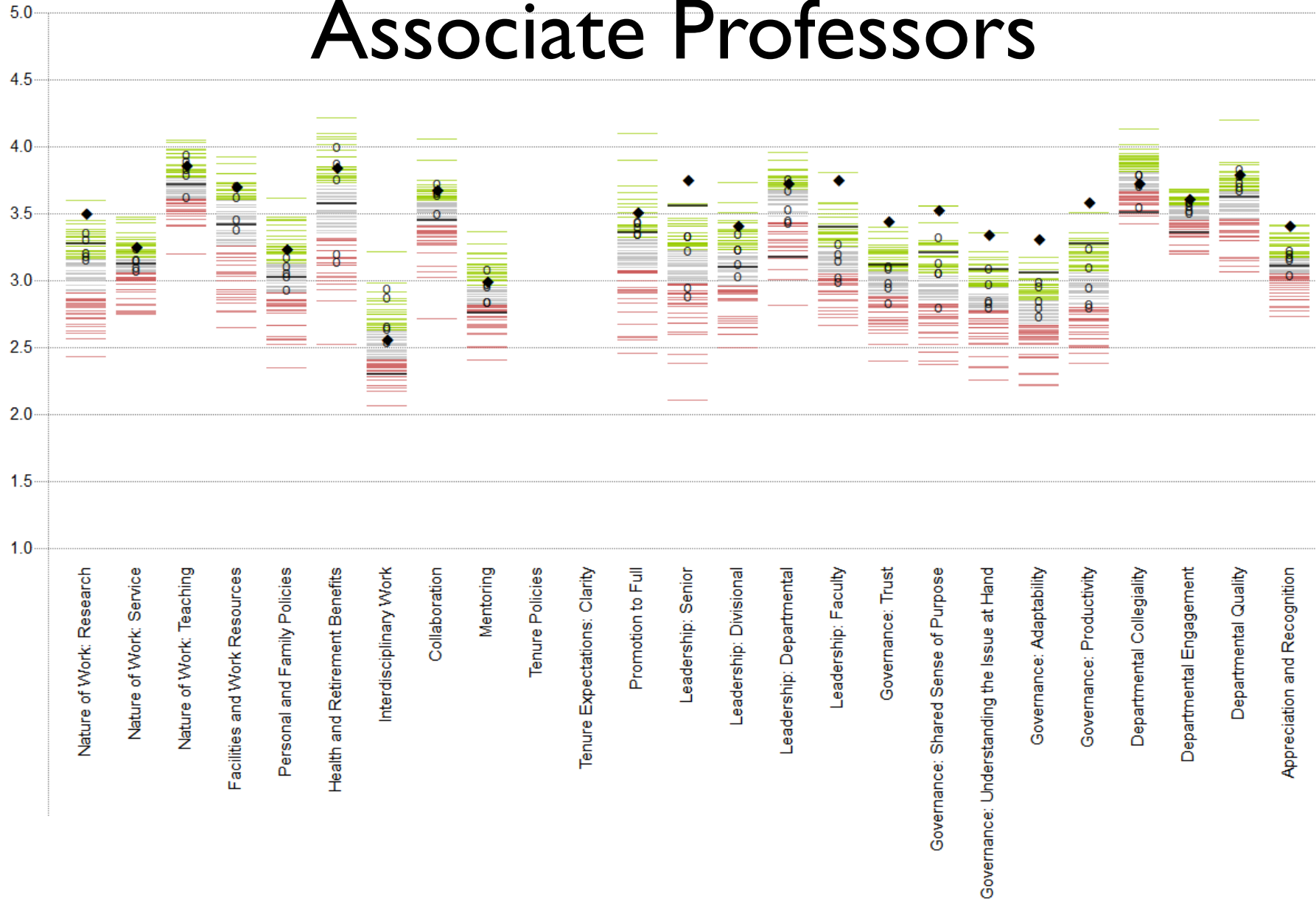
Areas of strength in **GREEN**

Areas of concern in **RED**

Addendum 3

	Overall	2018	Overall	2021
Interdisciplinary Work	2.66	◀▶	2.89	◀▶
Budgets encourage interdiscip. work	2.52	◀▶	2.72	◀▶
Facilities conducive to interdiscip. work	2.77	◀▶	3.01	▶
Interdiscip. work is rewarded in merit	2.48	◀▶	2.65	◀▶
Interdiscip. work is rewarded in promotion	2.54	◀▶	2.73	◀▶
Interdiscip. work is rewarded in tenure	2.32	◀▶	2.78	▶
Dept. knows how to evaluate interdiscip. work	2.67	◀▶	2.84	◀▶

Associate Professors



Your results compared to PEERS ◀

Your results compared to COHORT ▶

Areas of strength in **GREEN**

Areas of concern in **RED** Addendum 3

	Asso	2018	Asso	2021
Departmental Collegiality	3.52	◀	3.58	◀
Colleagues support work/life balance	3.34	◀	3.57	◀
Meeting times compatible with personal needs	3.94	◀	4.02	◀
Amount of personal interaction w/Pre-tenure	3.63	◀	3.64	◀
How well you fit	3.3	◀	3.59	◀
Amount of personal interaction w/Tenured	3.57	◀	3.58	◀
Colleagues pitch in when needed	3.4	◀	3.63	◀
Department is collegial	3.58	◀	3.81	◀
Colleagues committed to diversity/inclusion	3.59	◀	3.9	◀

Your results compared to PEERS ◀

Your results compared to COHORT ▶

Areas of strength in **GREEN**

Areas of concern in **RED**

Addendum 3

	Asso	2018	Asso	2021
Mentoring	2.77	◀	3.67	▶
Effectiveness of mentoring within dept.	3.32	◀	3.67	▶
Effectiveness of mentoring outside dept.	3.68	▶	3.54	◀
Mentoring of pre-tenure faculty in dept	2.99	▶	3.3	▶
Mentoring of tenured associate profs in dept	2	◀	2.19	▶
Support for faculty to be good mentors	2.32	▶	2.44	▶

- In 2018, Associate Professors reported lower job satisfaction compared to
 - Associate Professors at other universities
 - FSU Assistant and Full Professors
- In 2021, Associate Professors
 - Reported higher levels of satisfaction across all benchmarks than in 2018
 - No longer reporting lower satisfaction than those at other universities
 - But a few areas that continue to be of concern

SHORT REPORTS: AREAS FOR GROWTH

- Summaries of based on deeper dives into the data:
 - Interdisciplinary Engagement
 - Mentoring
 - Diversity & Inclusion
 - Department Collegiality, Quality & Leadership
- Created by this outstanding team of Faculty Fellows:
 - Aimée Boutin
 - Dawn Carr
 - Shanna Daniels
 - Lyndsay Jenkins

Next Steps?

- Limitations of Survey Data
 - Deeper dives into the data
 - Faculty Focus Groups
 - Discussions with Chairs, Deans, Senior Leadership
- Action Plans
 - Identifying priority issues
 - Implementing interventions

FDA resources

Mentoring Tools for Faculty Career Development



Prospective Faculty

Join our distinguished faculty at a Florida Preeminent University.



Early Career

Get started on your faculty career.



Middle Career

Stay on track with research, teaching, and service.



Established Career

Become a leader in your field.



Admin & Leadership

Mentor and contribute to the development of your fellow faculty.

FACULTY MENTORING MAP

FLORIDA STATE UNIVERSITY



Expand your network of
resources on campus



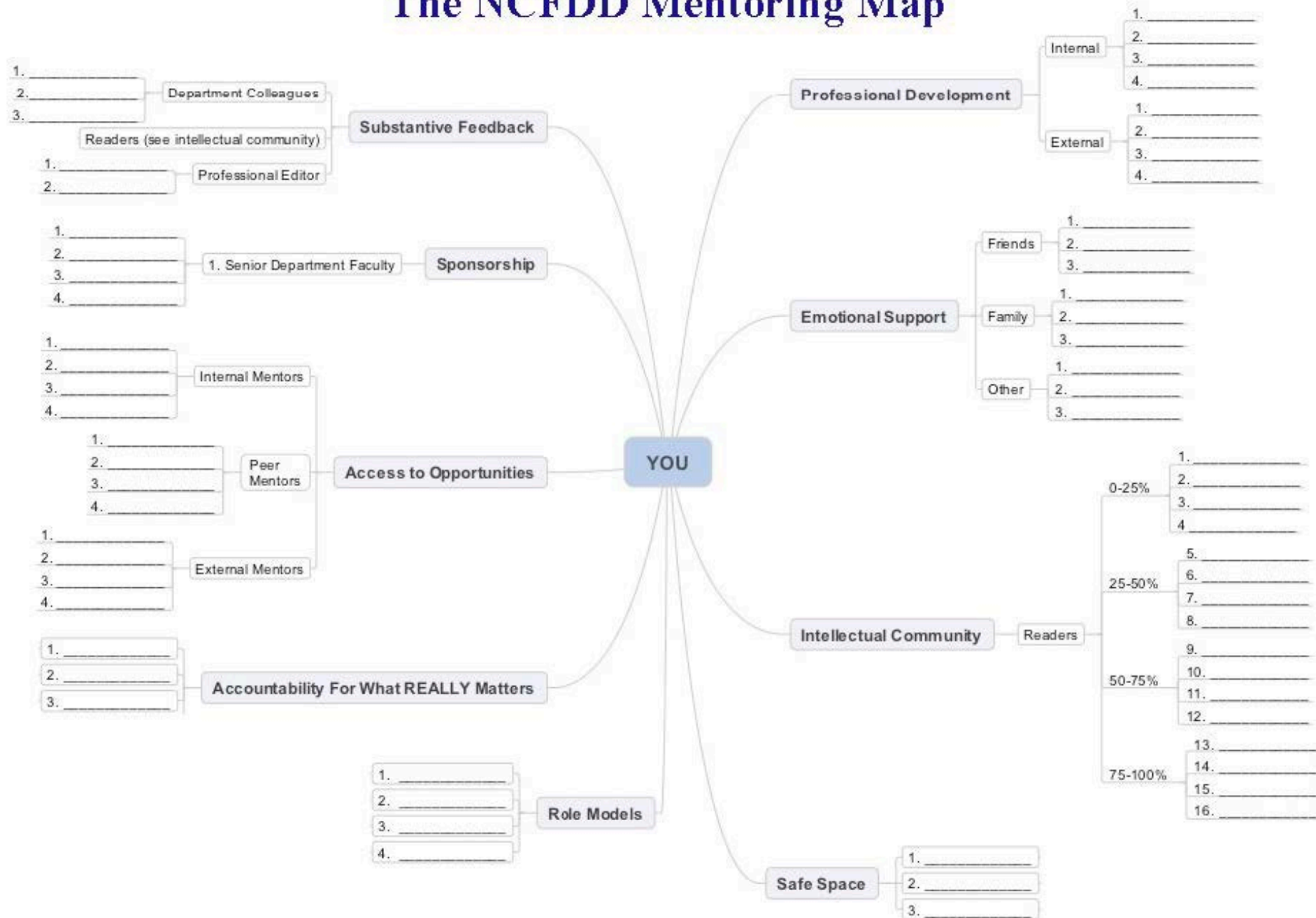
Identify your
unmet needs



Access tools for
advancement



The NCFDD Mentoring Map





Mentoring 101

NOVEMBER 4TH, 9AM-12PM

ABOUT US

Are you moving into a new stage in your career? In this workshop, we challenge the conventional wisdom about mentoring and present a new frame-work to help you re-imagine how mentoring works. All participants will map their current mentoring network, identify the pressing areas of need that aren't being met, and create a plan to expand their existing mentoring network.



National Center for Faculty
Development & Diversity

Facilitated by: Joy Gaston Gayles, Professor,
North Carolina State University



RSVP NOW!

QUESTIONS?

