



FLORIDA STATE UNIVERSITY
FACULTY SENATE

AGENDA
FACULTY SENATE MEETING
WEDNESDAY, SEPTEMBER 20, 2023
3:05 P.M.

Regular Session

The regular session of the 2023-24 Faculty Senate was held on Wednesday, September 20, 2023. Faculty Senate President Bridgett Birmingham presided.

The following members attended the Senate meeting:

T. Adams, P. Aluffi, J. Ang, M. Augustyn, C. Baade, S. Ballas, A. Barbu, H. Bass, W. Berry, D. Bish, M. Bourassa, A. Boutin, J. Broome, D. Broxterman, M. Buchler, M. Bukoski, J. Calhoun, J. Chanton, E. Chicken, I. Chiorescu, E. Coggeshall, M. Duncan, N. Ennis, N. Everhart, J. Fiorito, V. Fleury, M. Fuentes, K. Gallivan, G. Gerard, F. Gloth, M. Goldmark, R. Goodman, T. Graban, J. Guan, A. Gunjan, W. Hanley, E. Hilinski, P. Hoeflich, R. Hughes, S. Johnson, K. Jones, K. Killian, M. Killian, E. Kim, P. Kumar, T. Ledermann, L. Lee, A. Lemmon, W. Li, A. McKenna, Y. McLane, J. McNulty, S. Metcalfe, S. Miller, C. Moore, K. Ogle, J. Ohlin, G. Ostrander, C. Owens, C. Parker-Flynn, E. Peters, N. Pifer, M. Porter, J. Proffitt, I. Quinn, Q. Rao, T. Rhynard, R. Roberts, N. Rogers, E. Ryan, S. Sansom, C. Schmertmann, D. Smith, T. Somasundaram, J. Standley, G. Stanwood, M. Swanbrow Becker, M. Therrien, A. Thomas, R. Tomko, G. Tyson, K. Ueno, A. Volya, G. Wang, S. Wasman, S. Zane.

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

D. Armstrong, E. Bangi, R. Baumbach, E. Brookshire Madden, E. Cecil, E. Coleman, L. DeBrunner (Z. Yu), A. Dewan, D. Eccles, A. Gilzene, A. Khurshid, K. Lee, T. Liu, P. Maurette, V. Mesev, P. Renfro, Q. Sang, O. Steinbock, M. Steurer, Y. Tang, M. Zhang, Y. Zhou.

I. **Call to order.**

II. **Approval of the agenda, September 20, 2023, meeting**

The agenda was approved with amendments.

- Spelling corrections
- The provost will speak in place of the President.

III. **Approval of the minutes, April 19, 2023, meeting**

The minutes were approved as distributed.

IV. **Report of the Steering Committee – Roxanne Hughes, Vice-Chair FSSC**

- **Roxanne Hughes, National High Magnetic Field Lab** – Opens with a welcome to the second session of the 2023-2024 Faculty Senate.
- Throughout the summer the Steering Committee has met with President McCullough, Provost Clark, Vice President Janet Kistner, Vice President Patterson, and other administrators to discuss faculty concerns.
- Over the summer they worked on approving grading guidelines for the College of Medicine.
- Reviewed a draft for the Post Tenure Review regulation which was posted in May for public comment.
- This regulation was approved by the Board of Trustees in June.
- Faculty who qualify for post-tenure review are individuals who have hit the five-year mark from their last promotion or faculty who have been here longer. This process will occur every Fall.

- The Steering Committee met with Vice President Gibbs to address the university's plans regarding the Sexual Harassment Task Force.
- FSU HR will provide tutorials on the process to report sexual harassment.
- A campaign called "Speak Up," will be unveiled to show the university's position on sexual harassment and discrimination.
- Met with CIO Jonathon Fozard to discuss the structure of information and technology at FSU, along with the loss of the qualitative software platform in vivo.
- Also met with the new director of the Office of Accessibility Services, Amber Wagner to discuss the Faculty Senate vote that if an initial accommodation does not work for the instructor of the class, the instructor and OAS will meet prior to giving the student another accommodation.
- Met with the chair of UCC. The committee currently has over 14,000 courses that need to be reviewed. The membership of the committee has been increased from 9 to 12.
- Met with the chair of the Graduate Policy Committee who is dealing with many requests and has scheduled them over a seven-year period.
- Members of the steering committee met with the US Association of College Faculty Senates. In these meetings they were able to learn more about how universities across the state have chosen to handle the bills that have passed by the legislature in the Spring.
- From these meetings, they have become concerned about the situation at New College where faculty feel voiceless.
- In August the committee learned that the Board of Governors plans to draft definitions for DEI terms. However, all current courses have been reviewed and approved.
- Over the summer the Steering Committee began a survey that was sent out to assess the impact of legislation on faculty. So far, the survey has shown that faculty who choose not to come to FSU are doing so because of more enticing offers from other University's and their choice has less to do with the politics in Florida.
- Faculty who chose to leave have stated their reasoning to be higher offers, political circumstances in Florida, and personal circumstances.
- Over the Summer FSU was awarded a Gold Star rating from STARS which is a sustainability tracking assessment system.
- **Roxanne Hughes** concluded her report.
- **President Birmingham** opened the floor to questions - none are posed.

V. **Announcements of the President of the University**

- **Provost Jim Clark** passed along remarks from the President.
- The Provost expressed that the President has been working with the rankings from the U.S. News World Report. The report was as a consequence of a new methodology that they began using a few months prior.
- The University has risen to number 53 among all national universities (public and private), which is a record for FSU. However, FSU did fall four spots down on the rankings amongst all public universities to place 23.
- The university has improved in all the previous metrics used for this report and it was predicted that without the change in methodology, the university would have placed 16.
- FSU announced a 96% first-year retention rate.
- A new all-time high of 75% four-year graduation rate was also announced.
- While the rankings were disappointing, the metrics the university was investing in will continue to be invested in because they feel it leads to important measures of student success.
- Brings up Niche rankings where FSU moved up two spots to number 11 in public universities.
- Princeton Review ranked FSU the top in the nation for counseling and health services.
- In reference to the Wall Street Journal, the Provost indicates that the rankings do not hold up in sociometric standards.
- Announces that Vice President Stacey Patterson has developed a new event called Discovery Days. There will be 19 events over the week of October 2.
- Twenty to twenty-five faculty members are working with Vice President Patterson on the ASPIRE plan.
- At the Board of Trustees meeting earlier in the month the President expressed his goals for this year. These goals included improving metrics, investing in academic success and student success, enhancing the university's research profile, expanding special initiatives related to inclusive excellence, growing the entrepreneurial culture, promoting excellence in athletics, and cultivating relationships with government officials while improving fundraising and marketing efforts.

- Provost Clark ends his remarks.
- The floor was opened for questions.
 - **Peter Hoeflich, Arts and Sciences** – asked the provost if the loss of four ranking spots could signify that some new direction at FSU is in order. He relays concerns about the increase in administrative efforts that in some ways constrain academic freedom.
 - Provost Clark responds that the metrics used to show rankings are very specific and pointed at student success and access. He explains the mistakes and concerns regarding the U.S. New World Report and highlights how certain things may have been over or under-represented.
 - The provost clarifies that there is always discussion for ways the university can better itself and keep working on student and academic success.
 - **Sam Ballas, Arts, and Sciences** – asked questions about the first-year Assistant Professor award and whether or not it would be capped at 50 people.
 - Jim Clark responds that that was a mistake and there is no cap. Clarifies that there are plenty of opportunities to talk to Vice President Patterson to talk about faculty who have applied for funding.
- No further questions were posed.

VI. Reports of Standing Committees

a. Medicine Grade Policy - Ulla Bunz, Graduate Policy Committee (addendum 1)

- Ulla Bunz brings forward a proposal brought up from the College of Medicine through the Graduate Policy Committee.
- The proposal changes the grading scale for the Clerkship class which is a class only taken by College of Medicine students in their third or fourth year. This change is not to all of the College of Medicines grading scale just this one class.
- Currently, it is graded on three categories “Honors, Pass, Fail.” The proposed change would split the pass category to pass and high pass.
- This would distinguish students who met the criteria to pass and really went above and beyond to meet the components of the clerkship.
- This proposal was accepted temporarily over the summer by the Steering Committee but now stands in front of the Senate for immediate implementation.
- The floor was opened for questions.
- Ulla Bunz clarifies that a course change would be handled by the UCC but that grading scale changes are handled by the faculty senate.
- No further questions were posed.
- Ulla Bunz motions to accept the proposal set up by the College of Medicine to create another grading section called high pass.
- President Birmingham launched a poll. **The motion passed with four abstentions.**

VII. New Business

a. College of Health and Human Sciences/ College of Education name change – Dean Damon Andrew, College of Education (addendum 2)

- **Dean Damien Andrew, College of Health and Human Sciences** brings to faculty senates attention the merging of the two colleges: College of Education and Health and Human Sciences.
- With this combination came new work groups and the College name and Bylaws Task Force. The College Name and Bylaws task force met multiple times over the summer and drafted a college name and bylaws on June 12th which was then opened to comment from faculty.
- The drafted name and bylaws were sent to a vote from the faculty which ended with the following results: unanimous support for the bylaws and only one dissent on the name of the college.
- The name that was decided on is the College of Education, Health and Human Sciences and Dean Andrew presents this name for approval by Faculty Senate. The names are in the order in which the colleges were founded.
- **Tarez Graban, Arts and Sciences** seconded the motion to approve the new college name.
- **President Birmingham** opened a poll. **The motion passed with 75 yeses, 3 no’s, and 4 abstentions.**

b. Department Name Change – Dean Damon Andrew, College of Education (addendum 3)

- Dean Andrew brings forward his second item regarding a department name change.

- This change would be from the Department of Nutrition and Integrative Physiology to the Department of Health, Nutrition and Food Sciences. Dean Andrew shows his support for this new name change and proposes it to the faculty senate.
- President Birmingham launches a poll. **The motion passes with 78 yeases, 3 no's, and 1 abstention.**
- No further new business is addressed.

VIII. Special Orders

a. Post-Tenure Review – Janet Kistner, VP of Faculty Development and Advancement (addendum 4)

- **Vice President Kistner** provides a report on faculty recruitment.
- In August the university hosted New Faculty Orientation where they welcomed 220 new faculty members.
- Hired about 130 tenure track faculty, without about 74 faculty who departed the university (27 of those who left, did so for retirement).
- In the past five years the average number of faculty who leave not due to retirement has been 23; this year it was 37. However, there was still a net gain of 52 in tenured faculty.
- The primary reasons for these departures are usually in regard to personal opportunity for the faculty but this year there are surely some who leave due to the political climate in Florida.
- Dr. Kistner also gives an update on post tenure review.
- Clarifies that post-tenure review is not the end of tenure, it does not change tenure policies or procedures, and it does not change tenure criteria.
- Gives general information about post-tenure review. Tenured faculty beginning 5 years after being awarded tenure are those who will be reviewed. They will be reviewed on their performance of assigned duties and any substantial findings that resulted in disciplinary action. These reviews are done by chairs/directors, deans, and the provost.
- Faculty would have a report created by FEAS system which would pull their CV, AOR, and SPCI. They would then be required to write one page about their performance and accomplishments during the review period. They can then provide three additional pages of additional evidence which then would be reviewed.
- The ratings following the review are exceeds expectations, meets expectations, does not meet expectations, and unsatisfactory.
- A rating of meets expectations or exceeds expectations will be met with a monetary reward. Does not meet expectations will have that faculty member placed on a Performance Improvement Plan. Unsatisfactory will lead to a proposal to terminate.
- Faculty who will undergo post-tenure review this year will be faculty who were awarded tenure or who were promoted to full in the Fall of 2019, as well as 20% of faculty who were tenured prior to 2019.
- Of the 20% of faculty who must be reviewed, the university is picking those faculty members through a volunteer basis.
- There is an option to request postponement of post-tenure review if their circumstances call for it.
- The floor was opened for questions.
 - **Tarez Graban, Arts and Sciences** – asked if one of the documents that gets submitted is the letter written by a chair about progress to tenure.
 - Dr. Kistner responds that it would be because it is tied into an annual evaluation.
 - **Tarez Graban, Arts and Sciences** – expressed the difficulty of online classes to get their students to submit evaluations.
 - Dr. Kistner says that the people doing the post-tenure evaluations also do the annual evaluations so they will know what to expect in regard to student evaluations.
 - **Tarez Graban, Arts and Sciences** – asked if there is anything that could cause a faculty member who does well on annual evaluations to score low on the post-tenure review.
 - Dr. Kister replies that she would be incredibly surprised by that because annual evaluations are done with seriousness and care.
- No further questions.
- No further special orders.

IX. University Welfare

a. Faculty Union – Matthew Buchler, United Faculty of Florida

- **Michael Buchler** is speaking on behalf of Matthew Lata. He begins with faculty union's perspective on post tenure review. Faculty union acknowledges that the FSU Administration are not in support of the revisions to post tenure review but are enforcing it to abide by the law.
- Faculty Union had a consultation with FSU's Administration and since then, they have made substantial improvement to their policy, particularly on due process and clarity of language.
- Buchler asked Faculty Senate to make comments on the revisions so that Faculty Union could address them.
- Buchler discussed Faculty Union's view on post tenure to be a result of a legislature attack. They also believe that the Board of Governors regulation goes beyond what's required by law and that the bargain changes that it requires to our collective bargaining agreement is unconstitutional and unconstitutional, both at the State federal level. They bargain their contract with the board of trustees. This policy affects mandatory subjects of bargaining, including evaluation, discipline and salary.
- Buchler addressed another legislative attempt to affect faculty and lower their self-government power by destroying unions. Considering this, Buchler encouraged all senators to join UFF. They are required to have 60% membership.
 - **Kathryn Jones, Arts and Sciences** – asked for clarification on the language for the dean and provost level review and their expectations for bargaining.
 - Dr. Kistner answered that they are developing it as they are going due to the timeline. She has stayed focus on the selection of the cohort to give faculty enough time to know that they're involved in this. She does not anticipate any surprises to the faculty regarding this five-year review period.
 - **Joseph Calhoun, Social Sciences & Public Policy** – asked how close UFF is to that 60% mark and what the current membership percentage is at now.
 - Michael Buchler answered that he does not know at the moment and are still waiting on HR to give them a number of how many faculty members there are.
 - **Thayumanasamy Somasundaram, Arts and Sciences** – asked when does the 60% needs to be achieved, if there is a timeline, and if that number is being challenged.
 - Michael Buchler believes that the deadline is February but is not 100% on that deadline.
 - **Robin Goodman, Arts and Sciences** – asked for clarification on what exactly is going to be evaluated during the five-year review.
 - Dr. Kistner answered that it would be an update of your CV. It would be copies of your annual evaluations for the five-year review period. It would be the SPCI's of any courses you taught during that five-year period and copies of your assignments of responsibility over the five-year period. All things that I would think are typical of annual evaluations.
 - **Todd Adams, Arts and Sciences** – asked about accomplishments before that five-year mark and if that would be included or not due to the language of the review.
 - Dr. Kistner said that she would insure that does not happen but to make sure that it is mentioned in their CV and their documents for review.
 - **Gary Tyson, Arts and Sciences** – asked Dr. Kistner about a postmortem after the first year of this review.
 - Dr. Kistner answered that she would welcome the opportunity to come back to faculty senate to share what they've learned from the first year of post-tenure review implementation. She would hope that anything about the process that they were not pleased with, they would come back to the table to make changes to the process again.
 - **Ulla Bunz, GPC** – responded about the wording that has been used here of the average faculty member, but in her experience, faculty do not like to be called average.
 - Dr. Kistner agrees that the word average is mis correctly used and that it is not their choice of wording used.
 - Michael Buchler responded that this is the language from the Board of Governors and FSU's lawyers decided on keeping majority of the language for compliance reasons.

b. Torch Awards Committee – Jayne Standley

- Jayne Standley made an announcement about four award nominations the Torch Awards. The Torch Award is a Senate committee that screens nominees for the award, makes recommendations to the steering committee. She encourages the senators to make nominations for these awards.

c. Arts & Sciences Policy Committee – Aimee Boutin

- Aimee Boutin is a member of the Arts and Sciences Policy Committee, and they are seeking to expand our mandate and within the bylaws, the bylaws don't need to be changed. She is encouraging any members of the College of Arts and Sciences who have ideas about what the Arts and Sciences Policy Committee to get in touch with her.
- No further University Welfare was posed.

X. **Announcements of Deans and Other Administrative Officers**

- No announcements.

The meeting was adjourned at 5:02 pm.

Bridgett Birmingham 10/19/2023 | 1:41 PM EDT

Graduate Policy Committee

September 2023

Proposed:

Change of the College of Medicine grading scale for Clerkships; implementation: immediately

Summary:

- 1) The College of Medicine has its own grading scale, separate from the rest of the university. Therefore, nobody else is affected by this.
- 2) The requested change is only for the grading of clerkships.
- 3) Currently, clerkships are graded on a three-point scale, Honors (75th percentile and above); Pass (10th-74th percentile); Fail (below 10th percentile)
- 4) The College wishes to split the "Pass" category into two, one called High Pass (60th-74th percentile), and the other one retaining the name of Pass, now ranging from 10th-59th percentile.

Current	Proposed
Honors – 75 th percentile and above	Honors – 75 th percentile and above
	High Pass – 60 th -74 th percentile
Pass – 10 th -74 th percentile	Pass – 10 th – 59 th percentile
Fail – below 10 th percentile	Fail – below 10 th percentile

- 5) The College argues that this will benefit students during licensing and certification due to a change of the United State Medical Licensing Examination (USMLE) scoring

Approval History:

Approved by the GPC

Approved by the Faculty Senate Steering Committee for temporary use in Summer 2023 only



MEMORANDUM

TO: Florida State University Faculty Senate

FROM: **Damon P.S. Andrew, Ph.D., FNAK, FNAKH** 
Dean and Professor, College of Education | College of Health and Human Sciences

DATE: Friday, September 15, 2023

SUBJECT: Name change for the combined College of Education and College of Health and Human Sciences

After a series of meetings with the faculty of the College of Education and College of Health and Human Sciences, Provost Clark announced on May 3, 2023, the joining of the College of Education and the College of Health and Human Sciences to form an expanded College effective July 1, 2023. This expanded college includes a number of research/outreach centers, three primary/secondary laboratory schools for students ranging from kindergarten to 12th grade, and the following departments and schools:

- Department of Educational Leadership and Policy Studies (ELPS);
- Department of Educational Psychology and Learning Systems (EPLS);
- Department of Human Development and Family Science (HDFS);
- Department of Nutrition and Integrative Physiology (NIP);
- Department of Sport Management (SM);
- School of Teacher Education (STE).

These units share a common focus on maximizing human potential, and the expanded college is poised to significantly enhance the human condition (e.g., mental, physical, social, and emotional).

Through the combination of existing and new resources, the expanded college offers enhanced infrastructure to better support the needs of internal and external constituents. Further, the alignment of the disciplines within the expanded college is consistent with similar discipline alignments at many other universities (e.g., Boston College, Columbia University, Michigan State University, New York University, Ohio State University, Texas A&M University, University of Georgia, University of Kansas, University of Minnesota, University of Nebraska, University of Tennessee, University of Texas, University of Virginia, University of Washington, University of Wisconsin, Vanderbilt University, etc.). Provost Clark noted: "It is clear to me that both colleges possess unique strengths and share a common focus on enhancing quality of life for all ages across the lifespan, and an expanded college offers the best opportunity to achieve synergy in respect to this shared focus."

Following the Provost's announcement, a College Name and Bylaws Task Force, facilitated by Vice President Janet Kistner, was formed to develop college bylaws. This task force met numerous times during the summer



FLORIDA STATE UNIVERSITY
COLLEGE OF EDUCATION | COLLEGE OF HEALTH AND HUMAN SCIENCES

addendum 2


semester and provided regular progress updates to all faculty. A website (<https://fda.fsu.edu/merging-colleges>) was established as a resource to keep all faculty informed of the various steps involved in the development of bylaws and an inclusive name for the expanded college. An initial draft of the bylaws and proposed name for the expanded college was sent to the faculty from the task force on June 12, 2023. All faculty were asked to provide feedback on this draft during a two-week time period. Reminder emails were sent to all faculty on June 20, 2023, and June 27, 2023, concerning the feedback deadline. Following this deadline, the task force made additional adjustments to these materials based on the feedback received and formally presented a final draft of the proposed bylaws and expanded college name to the faculty for voting via secret ballot on June 29, 2023, and two weeks were allotted for the voting process. The task force considered a number of potential names for the expanded college, but ultimately proposed the "College of Education, Health, and Human Sciences" as the most inclusive option. A reminder email was sent to all faculty on July 3, 2023. On July 19, 2023, Janet Kistner, on behalf of the task force, provided a voting outcome update to all faculty: "I am pleased to report that there was unanimous support for the proposed bylaws, and close to unanimous support (one negative vote) for the proposed college name. The last step of the process is to request approval from the Faculty Senate for the name of the college; this will take place at the September 20th meeting."

The College now presents the Faculty Senate with the new name "College of Education, Health, and Human Sciences" for approval.



MEMORANDUM

TO: Florida State University Faculty Senate

FROM: Damon P.S. Andrew, Ph.D., FNAK, FNAKH 
Dean and Professor, College of Education | College of Health and Human Sciences

DATE: Friday, September 15, 2023

SUBJECT: Name change for the Department of Nutrition and Integrative Physiology

Per the attached memorandum from Dr. Lisa Griffiths, Interim Chair of the Department of Nutrition and Integrative Physiology, the department faculty have voted in favor of changing their department name to the "Department of Health, Nutrition and Food Sciences." Subsequently, the Department Executive Committee (DEC) met with faculty on August 16, 2023, to discuss the results to ensure that the voting process was fair and to recommend how to proceed with the results. The DEC voted unanimously to move forward with the department name change request to the college dean for further consideration.

A number of rationales were presented for changing the department name, including:

- The current department name (Nutrition and Integrative Physiology) is not inclusive and does not represent the varied disciplines in the department (i.e., Athletic Training, Food Science, Dietetics);
- The removal of "Food Sciences" from the pre-2021 department name of "Nutrition, Food and Exercise Science" has had a negative effect on student enrollment and fostering research in the Food Science discipline;
- The proposed department name (Health, Nutrition and Food Sciences) is more reflective of the enrolled students and provides an inclusive title for all existing disciplines in the department;
- The proposed department name (Health, Nutrition and Food Sciences) better reflects the health and medical orientation of the department's undergraduate and graduate programs and research, and reaffirms the department's commitment to the Nutrition and Food Science disciplines.

Given the support of the department faculty, the Department Executive Committee, and these strong supporting rationales, I am pleased to support this request to change the name of the Department of Nutrition and Integrative Physiology to the Department of Health, Nutrition and Food Sciences.

On behalf of the department, I now present the Faculty Senate with the new name "Department of Health, Nutrition and Food Sciences" for approval.



FLORIDA STATE UNIVERSITY
COLLEGE OF HEALTH AND HUMAN SCIENCES
Department of Nutrition and Integrative Physiology

MEMORANDUM

TO: Damon Andrew, Ph.D.,
Dean of College of Education and Dean of College of Health and Human Sciences

FROM: Lisa Griffiths, Ph.D.
Interim Department Chair

DATE: August 28, 2023

SUBJECT: Name change for the Department of Nutrition and Integrative Physiology

Faculty in the Department of Nutrition and Integrative Physiology met on June 14th to discuss the possibility of changing the department name. Following this meeting, a list of potential department names were identified and sent to the expanded College Communications Director and you for review. On July 5th, an email was sent to all NIP faculty regarding the outcome of this review and were sent a separate link to a Qualtrics survey to vote on the department name change. All faculty, including the new faculty hires, were eligible to vote (32 faculty). The faculty voted in favor (63%) of changing the department name to 'Health, Nutrition and Food Sciences' (19 yes, 11 no, and 2 did not vote: one on sabbatical, the other on sick leave). The Department Executive Committee (DEC) met with faculty on August 16th to discuss the results to ensure that the voting process was fair and to recommend how to proceed with the results. The DEC voted (3-0) to move forward with the department name change request to the Dean for further consideration.

The rationale for changing the current department name is multifactorial. Over the past two years, concerns were raised from faculty and alumni who feel that the current department name 'Nutrition and Integrative Physiology' (NIP) is not inclusive and does not represent the varied disciplines in the department (i.e., Athletic Training, Food Science, Dietetics). There was also a concern raised that the removal of Food Sciences from our pre-2021 department name of Nutrition, Food and Exercise Science has had a negative effect on student enrollment and fostering research in the Food Science discipline. The Communications team has also stated repeatedly that our existing NIP acronym is not aligned with common social media search terminology, which reduces our marketing exposure.

Changing the new department name to 'Health, Nutrition and Food Sciences' is more reflective of our student body and provides an inclusive title for existing disciplines as well as flexibility to accommodate more health-related disciplines in the future. Most of our undergraduate and graduate students are utilizing the Exercise Physiology degree program in preparation for a career in medicine, physician assistant, physical therapy or

other health-related disciplines. Similarly, athletic training and dietetics prepare students to become licensed health professionals. Students in our Nutrition and Food Science programs typically enter careers in public health, nutrition education (school/sport), government agencies, food chemistry, food processing, food transportation, and food engineering, which are not specifically aligned to a licensed health care professional pathway.

The proposed name change away from 'Nutrition and Integrative Physiology' to 'Health, Nutrition and Food Sciences', better reflects the health and medical orientation of the departmental undergraduate and graduate programs and research, and reaffirms our commitment to the Nutrition and Food Science disciplines. Our B.S., M.S., and Ph.D. programs under the name "Exercise Physiology" will remain unchanged. The faculty believe that this department name change would help potential undergraduate and graduate students more easily identify our programs to be among those in the health, nutrition and food sciences and avoid some of the ambiguity that encompasses the term "Integrative Physiology." Further, we believe the proposed department name better serves our undergraduate students as they apply to professional schools in the health sciences, including Medical, Dental, Physician Assistant and Physical Therapy programs. As indicated above, there are no plans to revise department program names or the curriculum to accompany the proposed department name change.

With the majority support of the department faculty, I respectfully recommend that the name of the Department of Nutrition and Integrative Physiology be changed to 'Department of Health, Nutrition and Food Sciences' at the beginning of the 2023-2024 academic year. Please let me know if you have any questions or concerns, and I thank you for your consideration of this request.

Sincerely,



Lisa Griffiths, Ph.D.

Post-Tenure Review

Presentation to the Faculty Senate

September 20, 2023

Janet Kistner

Office of Faculty Development & Advancement



What Post-Tenure Review is **NOT**

- It is **NOT** the end of tenure
- It does **NOT** change tenure criteria
- It does **NOT** change FSU's tenure policies or procedures
- It is a sustained performance evaluation

Current Status of Post-Tenure Review

- Statute passed in July 2022
- BOG Regulation approved March 31, 2023*
- FSU Regulation approved June 2023
- FSU Post-Tenure Review (Draft) Policy**

*Amendment to the BOG regulation to eliminate arbitration of decisions is currently under review.

** FSU (draft) Post-Tenure Review policy is in the process of being finalized.

Post-Tenure Review

- Who is reviewed?
 - Tenured faculty beginning 5 years after being awarded tenure (including those hired with tenure) or promoted to Full Professor
- What is reviewed?
 - Faculty performance of assigned duties
 - Substantiated findings resulting in disciplinary action
- Who are the reviewers?
 - Chairs/Directors
 - Deans
 - Provost

Review Process: Faculty Role

Faculty members submit to their department chair/school director (or dean, for colleges without departments/schools) the following materials:

1. FEAS Post-Tenure Review Report (includes CV, AOR, SPCI for the review period).
2. Summary of Accomplishments during the review period (1-page limit; required).
3. Additional Evidence of Performance during the review period (3-page limit; optional).
4. Opportunity to review materials and provide a response.

Review Process: Chair/Director Role

Chair adds to the review materials following information for submission to the dean:

1. Evaluations for the review period.
2. Inclusion of any disciplinary reports during the review period.
3. Letter assessing the faculty member's performance (may include input from a faculty committee).

Review Process: Dean & Provost Roles

Dean submits to the Provost a letter assessing each faculty member's performance for the review period (may include input from a college committee) and a recommended rating.

Provost assigns to each faculty member a rating, in consultation with the president (may include input from an advisory committee).

Performance Ratings

- **Exceeds Expectations:** a clear and significant level of accomplishment beyond the average performance of faculty across the faculty member's discipline and unit.
- **Meets Expectations:** expected level of accomplishment compared to faculty across the faculty member's discipline and unit.
- **Does Not Meet Expectations:** performance falls below the normal range of annual variation in performance compared to faculty across the faculty member's discipline and unit but is capable of improvement.
- **Unsatisfactory:** failure to meet expectations that reflect disregard or failure to follow previous advice or other efforts to provide correction or assistance, or performance that involves incompetence or misconduct, as defined by applicable university regulation and policies.

Outcomes of Ratings

“Exceeds Expectations” or **“Meets Expectations”**: monetary reward that may consist of a salary increase, one-time bonus, or both.

“Does Not Meet Expectations”: placed on a Performance Improvement Plan (PIP), given 12 months to meet goals or proceed to proposal to terminate.

“Unsatisfactory”: proposal to terminate employment, pursuant to applicable University processes.

Outcomes from the Post-Tenure Review process may be appealed pursuant via the applicable collective bargaining agreement (CBA) or to the Faculty Senate Grievance Committee (NOTE: BOG amendment precluding appeals beyond the level of a university president has been posted).

Selection of Faculty for 2024 Post-Tenure Review

- Faculty awarded tenure or promoted to full in fall 2019
- 20% of pool of faculty who were tenured or promoted prior to 2019 (hoping to fill with volunteers)