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MINUTES
FACULTY SENATE MEETING
SEPTEMBER 21, 2005
DODD HALL AUDITORIUM
3:35 P.M.

I. Regular Session

The regular session of the 2005-06 Faculty Senate was held on Wednesday, September 21, 2005. Faculty Senate President James Cobbe presided.

The following members attended the Senate meeting:

D. Abood, J. Ahlquist, E. Aldrovandi, M. Allen, , V. Richard Auzenne, T. Baker, S. Beckman, B. Bower, J. Bowers, F. Bunea, G. Burnett, M. Childs, D. Clendinning, J. Clendinning, J. Cobbe, R. Coleman, C. Connerly, M. Cooper, L. deHaven-Smith, V. Dobrosavljevic, L. Edwards, K. Erndl, R. Fichter, J. Fiorito, S. Fiorito, J. Gathegi, J. Geringer, P. Gilmer, V. Hagopian, M. Hartline, L. Hawkes, H. Hawkins, P. Hensel, C. Hofacker, E. Hull, J. James, A. Koschnik, A. Lan, W. Landing, S. Lewis, S. Losh, E. Madden, C. Madsen, T. Matherly, N. Mazza, R. Miles, L. Milligan, D. Moore, R. Morris, A. Mullis, P. O'Sullivan, A. Payer, J. Peterson, A. Plant, T. Ratliffe, D. Rice, P. Rikvold, J. Roberts, D. Schlagenhauf, J. Sobanjo, J. Standley, J. Taylor, N. Trafford, G. Tyson, C. Upchurch, E. Walker, C. Ward, J. Whyte, J. Wulff.

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

N. Abell, A. Archbold, A Arnold (S. Kish), J. Baker, G. Bates, A. Bathke (L. Flynn), S. Carroll, P. Coats, D. Corbin, J. Dodge, L. Epstein, P. Gielisse, R. Glueckauf, J. Grant, C. Greek, N. Greenbaum, M. Guy, K. Harris, D. Houle, W. Leparulo, T. Logan, R. Navarro, D Oditia, P. Orr, S. Palanki (S. Ramakrishnan), D. Peterson, S. Pfeiffer (D. Eccles), D. Pompper, M. Seidenfeld, S. Southerland (L. Aspinwall), K. Stoddard, N. Thagard, Q. Wang.

II. Approval of the Minutes

The minutes of the April 20, 2005 meeting were approved as distributed.

III. Approval of the Agenda

The agenda was approved as distributed.

IV. Special Order: Remarks by the Faculty Senate President, J. Cobbe

I want to tell you that the first version of today's agenda omitted this item, but my predecessor insisted it should be included. So, Vall gets at least some of the blame for the banalities, pompositives, and idiocies I'm liable to inflict on you this afternoon. Of course, I'll take credit for anything sensible I manage to say.

When I realized my colleagues on the steering committee meant it when they said I had to do this, I started wondering how on earth I had gotten to this position. This aspect of my career is a long history of accidents and chance, but as I reflected on it I knew there were lots of points at which I could have said no, and if I had, somebody else would be here today. So why didn't I ever say no? Lots of reasons present themselves, from sheer hubris and egotistical pride, through the vestiges of an overdeveloped sense of duty instilled during a very traditional English schooling, to the simple inability to say no when I ought to. But I should put an appropriate spin on things today, and I am certain that a key part of the reason is that I actually believe in faculty governance and faculty participation in a collegial process of running the University, and believe in it very strongly.

The faculty of the University, through faculty governance in the departments, schools, and colleges, and then through the Faculty Senate and its committee structure, has both responsibility for, and control of, the academic policies of the University. To quote the University constitution, subject to constraints imposed by the Florida Constitution and legislation, "The Faculty Senate shall be the basic legislative body of the University.

1. It shall formulate measures for the maintenance of a comprehensive educational policy and for the maximum utilization of the intellectual resources of the University.
2. It shall determine and define University-wide policies on academic matters, including Liberal Studies policy, admission, grading standards, and the requirements within which the several degrees may be granted. "

This amounts to self-regulation on the part of the faculty: we set the curriculum, requirements for graduate faculty status and for degrees, and so on, the whole of academic policy. In the economic sphere, we have lots of experience with self-regulation. It is common in the professions, and it is far from an ideal way to run things from the point of view of the broader good, because with self-regulation there is a constant danger that the regulators will be too self-interested. That is one reason that rarely is total self-regulation permitted; accountants, stock exchanges, lawyers, and other groups who are largely self-regulating are also subject to oversight and legislation by the State. The same is true of Universities, except that in Universities there is a very powerful group known as the administration that controls the budget and other resources, and makes many non-academic decisions, and is accountable to the outside world.

However, administrators exist to administer, and the dictionary is quite interesting on the meaning of administer. My preferred dictionary gives two meanings, "to manage, especially business affairs," and "to put into operation, make work, provide, give, or hand out." One example given is 'administer punishment.' Now don't think I am opposed to administration – efficient administration is extremely valuable, and FSU's administrators have very good intentions, as shown by their efforts to improve the quality of the institution with such things as the "Pathways to Excellence" initiative, which I applaud. My dictionary is behind the times for America: here, administrations at all levels are expected to propose policy as well as just manage. And of course, in Universities administrators have a very difficult task; faculty have enormous autonomy in what they do as individuals, and issuing orders to them tends to be counterproductive. So with academic initiatives, ultimate responsibility, and actual nitty-gritty implementation, lies with the faculty, so administration initiatives will not succeed without the wholehearted commitment and efforts of the faculty. To obtain that commitment and effort, governance must be collegial and shared between the faculty and the administration. As

a Princeton economist said long ago, if there is not adequate opportunity for voice, there will be exit – and exit, disconnection from the objectives of the administration, will lead to failure.

Faculty have two advantages, and some huge disadvantages, when it comes to making and implementing academic policy and decisions, i.e. playing their role in shared governance. The first advantage is that as a body, the faculty go on for ever, whereas administrations come and go, so faculty are likely to take a longer-term view. The second advantage is that faculty tend to be interested almost solely in the academic purpose of the University, and are relatively uninterested in non-academic issues, incentives, or constraints. This implies that faculty will tend to focus on the academic consequences of decisions, and sometimes spot the unintended academic consequences of non-academic issues. Of course, this also has disadvantages; with some rare exceptions among those who have been department chairs, the vast majority of faculty refuse to recognize the relevance of opportunity costs or constraints on resources for their preferred academic policies, so tend to just assume that the most important job of administrators is to find the resources the faculty want.

Second, what faculty tend to be really interested in is their own research, and things that will give them more time and resources to do it, preferably with larger numbers of like-minded colleagues. This is the self-interest danger; few faculty are strongly motivated to devote time and energy to undergraduate education beyond teaching their own courses. But we must always remember our implicit bargain with the rest of society: they pay us to do research, in return for educating society's young. We justify that on the grounds that if the faculty do research, the education they deliver will be better than otherwise. We neglect that promise at our peril, so the faculty does need to pay attention to the quality of our undergraduate programs.

Another huge disadvantage of faculty from the point of view of making academic policies and decisions is that the process is time consuming, and can also be skull-numbingly boring, bureaucratic, and tedious. Those of you in this room with experience with SACS or SMALCs will, I think, agree with me. In this context, we do understand opportunity cost; there are other things we would all much rather do than discuss in committees how we are going to assess learning objectives in a way that meets the requirements of SMALCs.

But this is where the danger lies. A truism about self-governance is that if it is not exercised, it will be usurped. If the faculty do not pay attention, and exercise their quality control function over the curriculum, academic programs, especially undergraduate programs, distance learning, granting of graduate faculty status, and the like, then the administrators will do it for us, we will lose control, and eventually things may start happening that we won't think should be associated with a self-respecting University.

So, what I am trying to say is that however futile and make-work it often may seem, however much Senate meetings seem like a total waste of time, they are not. Faculty governance really does matter; the faculty have a greater interest in the academic quality of the institution than any other group, and the faculty have the responsibility for maintaining and improving academic quality; ultimately, only the faculty can do it. I promise you I will try to minimize administrators using our meetings to try to pretend to consult the faculty by insulting or assaulting the Senate with PowerPoint slides. Administration consultation with the faculty must be real and meaningful, and I will do my best to make sure it is. In my view, the Senate matters far less than unit-level, departmental collegial governance, and our committees, except as the pinnacle of the

structure, but without the Senate and its committees there would be no overall faculty watchdog over University academic quality and integrity, and the departments might themselves become fiefdoms. What we do here matters; that is why I am here.

V. Report of the Steering Committee, J. Standley

The Faculty Senate Steering Committee met 4 times over the summer semester during May and June and then began regular weekly meetings again in August. Members also attended the BOT meeting in May and met with the President and Provost in both May and late August.

Over the summer the Steering committee considered and conducted the following business:

- Elected Jayne Standley as Vice-Chair.
- Appointed faculty to Senate committees and confirmed their acceptance.
- Nominated faculty to Presidential and Provost committees as requested.

As representatives of the FSU Faculty Senate, Jim Cobbe and Jayne Standley attended a meeting of the state-wide Advisory Council of Faculty Senates in May. At this meeting, the 2004 legislative actions regarding the SUS, university/union relationships, the Board of Governors strategic plan, and the law suit over the BOG's authority were discussed.

Late last academic year the Senate Steering Committee identified the need for a task force on non-tenure track teaching faculty. Over the summer we drafted and approved terms of reference for the committee plus a charge asking that they identify the broad range of titles and employment conditions being utilized by this university, and the good and bad practices of this and comparable universities. The committee is in the process of being established and formally charged with their mission.

The Schools of Visual Arts and Dance and Theatre merged into one group. A majority of the faculty voted for the name of the merged group to be the College of Visual Arts, Theatre, and Dance. Since this occurred over the summer while the Senate was not in session, the Steering Committee approved the name change which was subsequently approved by the BOT at its Sept. 19 meeting. The Constitution stipulates representation to a number of Senate committees as one representative from each college. During this transition year, those representatives currently completing terms from the two former Schools will continue to serve. As soon as an extra term expires, that slot will not be replaced. We expect that it will take one year for committees to assume their proscribed representation.

In meetings with the President over the summer, we inquired about and were informed of the progress of searches for the vacant Dean positions in the Colleges of Business and Arts and Sciences, the status of the collective bargaining contract which was recently resolved for 04-05, the progress of building and space development on campus, the status of the Faculty Seminar series for this academic year, and budget issues. In discussions of space issues, the Steering Committee has consistently advocated for space being found to return the Anthropology Dept. to campus as soon as possible. As per the President's request we also nominated a Steering Committee member to serve on the selection committees for the President of the Foundation and for the Chief of Police.

At the BOT meeting in May, we supported the new university goal and mission statement that was recently included in the BOG strategic plan.

The Faculty Handbook is being revised in accordance with university governance changes and the development of the Board of Trustees. We have reviewed revisions to this point. The Senate Steering Committee has recommended not concluding final revisions until the lawsuit over BOG authority is finalized.

We approved the grade appeals policy change that is being presented for your information at this meeting and will be voted on in the October meeting.

In our first meeting of this academic year, we received a very thorough report on ongoing problems with the library from the Library Committee chair, Jane Clendinning. The Steering Committee is concerned and has discussed this concern with the President and Provost. We will continue to seek long-term changes in university library funding and administration through the work of the Senate Library Committee.

We were notified of continuing problems with OMNI, and of problems arising from a new interpretation of the meaning of state fixed-price contracts. The new interpretation has the result of eliminating all residuals on fixed price state contracts, which causes considerable difficulties. This is creating wide spread problems throughout the SUS. The university has requested getting an Attorney General's opinion on continuing to utilize the prior interpretation and procedures in place by the universities. The Steering Committee will stay abreast of this problem and provide input as necessary to try to salvage the former policies. We also continue giving input to the President and Provost about the stress and extra workload placed on staff because of OMNI.

We were informed that the CPD and ODDL were merged and placed under the supervision of Dianne Harrison, the V.P. for Academic Quality and External Programs. She also supervises the Center for Teaching and Learning, formerly Instructional Support and PIE. This was effective in August.

The Office of Technology Integration and the Office of Technology Communication were also merged over the summer with the new office directed by Larry Conrad. As technology services evolve, it is envisioned that more will become fee-based in order to offset funding deficits.

The policy and procedures for Academic Learning Compacts mandated by the Legislature have been developed by an ad hoc committee including the chairs of the senate undergraduate policy and curriculum committees under the chairmanship of Bob Bradley. The draft policies and guidelines have been reviewed by the Senate Steering Committee and we have given input. The revised document is being assembled and will be distributed to Senate members very shortly via email. It will also be posted on the Senate website. Please review these policies and procedures carefully and note that the Senate will vote on them in October. The Steering Committee feels that the essence of the legislative mandate is being implemented with the least possible amount of bureaucracy for faculty and students.

There was a public records request for book lists required for fall courses. All professors were asked to respond to this. This request was made by a commercial concern wishing to facilitate used book sales who asked to address the Faculty Senate about their offered services. They were denied on the basis of being a commercial concern.

During the summer, controversy developed with the NCAA's policy on use of Native American mascots and FSU's use of the Seminole logo and mascot. This has been officially resolved and FSU was waived from the NCAA policy due to strong and unanimous support from the Florida Seminole Tribal Council. There was no official university faculty position on this issue during the ongoing controversy, the Steering Committee was not in session, and overall faculty sentiment was not sought. As Senate President, Jim Cobbe was informed and consulted during the ongoing controversy.

The Provost appointed an AAU Task Group chaired by Ross Ellington and James Rossi to identify criteria for AAU membership and the status of FSU and its competitors in meeting these criteria. The study showed that FSU's ranking is toward the bottom of the competitor list on almost all criteria. The report also stipulates action and funding that would be necessary to catapult us to the top of the list in order to make us viable candidates for AAU membership. The Steering Committee applauds the fine work of the task group, the detailed specificity reporting FSU needs to meet the goal of AAU membership, and the administration's commitment to meeting this challenge. We will continue to follow closely the implementation plans as they develop.

Jim Cobbe attended the Sept. meeting of the Advisory Council of Faculty Senates which formally requested the BOG for a national search to replace the Chancellor of the SUS. It was then announced that such a search would be conducted. This group also discussed the Baxley Bill concerning Academic Freedom that failed in the last legislative session. It is believed that this issue will be re-introduced in the coming Legislative session.

We have received a request from the Coalition of Faculty Senates on Athletics to join them for reform of NCAA policy and its impact on university education. We are seeking more information about the organization and reviewing this request.

Last year we abolished the grade forgiveness policy. Since then it is the impression of the Steering Committee that we may have diverse policies and practices across Colleges on how to deal with withdrawals and late drops for courses. Therefore, the Steering Committee has requested an update on the implementation of the current policy by college especially with regard to retroactive drops. If the data show there is a problem, we will pursue further policy changes.

Members of the Steering Committee attended BOT committee meetings this past Monday and, as Vice Chair, I addressed the BOT on behalf of the Senate. In that short 5 minute report, the Steering Committee communicated thanks for the BOT beginning to address the issues of salary compression by funding .4% in the UFF contract for 04-05 and setting up a task force for this purpose. We also supported President Wetherell's Pathway to Excellence objectives of adding 200 faculty positions in the next 5 years, increasing faculty salaries, and exploring new benefits and pay packages for faculty.

Finally, the Steering Committee has noted and discussed at length the plans for appointment of a new Chancellor to the SUS. The Florida Advisory Council of Faculty Senates has passed a resolution as previously reported. The faculty member of the BOG has been advocating for a selection with the highest possible academic qualifications. We feel it is important for us, too, to take a stand on this issue. Therefore, the Steering Committee brings to the Senate the following resolution for formal vote:

Be it resolved by the Florida State University Faculty Senate that we unequivocally urge the BOG to conduct a national search and appoint as Chancellor of the Florida SUS an individual with experience, academic credentials, and nationally recognized leadership in higher education.

The resolution passed unanimously.

VI. Old Business

There were no items of old business.

VII. New Business

a. State Mandated Academic Learning Compacts Policy and Procedures, J. Cobbe

The State Mandated Academic Learning Compacts Policy and Procedures will be reviewed by the Steering Committee and will then be distributed by email to the Faculty Senators and will also be placed on the Faculty Senate website with the coming week. These policies and procedures will be voted on at the October Faculty Senate meeting.

b. Grade Appeals System, J. Cobbe

The Grade Appeals System was introduced to the Faculty Senate. This new system will be voted on at the October Faculty Senate meeting.

c. Confirmation of Committee Memberships, J. Cobbe

The memberships of the Faculty Senate Committees have been filled except for one slot. We need confirmation of the Senate of these appointments to committees. The motion was moved and seconded.

The motion passed unanimously.

VIII. University Welfare

a. **Updates on Bargaining and Related Matters, J. Fiorito**

Most of you know that much has happened since our last Senate meeting in April. After 20 months of negotiation our bargaining teams reached tentative agreement on all issues. Copies of the tentatively agreed language are available via the UFF web site under "Bargaining News" (www.uff-fsu.org/cbac). Efforts to finalize the language and flesh out details are still underway. The final language will be posted on the web, and available in major campus libraries. We hope to hold a ratification vote shortly, and details of that should be announced next week.

All faculty in the General Faculty bargaining unit are eligible to vote on the contract, and I hope that Senators will urge our colleagues to review the contract and vote in the ratification ballot. UFF-FSU Chapter leaders feel that this is a good agreement for faculty and the university, the best possible under the circumstances, and we urge a positive vote. I know I've emphasized salaries as that was one of the last two issues resolved, but there is also important language on other matters such as shared

governance. Consistent with Senate President Cobbe's remarks earlier, I urge faculty to look at Article 26 on shared governance, and realize that if we don't use it, we'll lose it. This was not a contentious issue in bargaining. I'm happy to say that our administration appreciates the value of shared governance.

Following ratification, we'll go back into negotiations over 2005-2006 salaries. Faculty input will be sought on priorities. Please urge your colleagues to help us represent faculty by sharing their views on salaries. We're pleased to see President Wetherell's recent public emphasis on the importance of further improving faculty salaries, and we hope to see that emphasis matched by actions at the bargaining table.

We appreciate that FSU's ability to address salary inequities and other issues is constrained by our budget. Critical decisions affecting us are being made at the Board of Governors and in the Florida Legislature. We urge all faculty to educate themselves about these issues, and to act accordingly. By the time the legislature convenes next spring, many key parameters will be fixed. Now, this fall, is the time for faculty to act. FSU faculty will be asked to support UFF's "Legislative Action" campaign. I hope you will do so and ask your colleagues to join the campaign as well.

Related to this effort, tomorrow at noon we're sponsoring a luncheon at the Oglesby Union (Room 311B) featuring Representative Curtis B. Richardson as our guest speaker. Mr. Richardson leads the Democratic Caucus in the Florida House. Please join us and encourage your colleagues to attend as well. We're working on similar events with other legislative leaders for later this fall.

Additional information on this event, terms of our tentative agreement, and numerous other matters of interest to faculty are available at our web site (www.uff-fsu.org).

IX. Announcements by Deans and Other Administrative Officers

There were no announcements.

X. Announcements by Provost Abele

Provost Abele was not in attendance.

XI. Announcements by President Wetherell

Relative to Katrina and the efforts of the faculty and entire University. Specifically about the faculty – I believe we have about 85 students enrolled from one of the affected institutions somewhere. Without exception, every student was able to get a class schedule that was what they needed and almost without exception someone in that process, mostly the faculty, accommodated a student where we had a class full. I really appreciate that.

There was a lot of talk at the Board of Trustees meeting on whether or not we should play the football game. First of all, there was no one displaced when we did play the football game. Secondly, the Red Cross was hammering in our ear quite extensively to go ahead and play the game. The reason they wanted that game played in their mind, aside from the athletic component of it, was that it gave them a change to showcase Hurricane relief, raising money etc. We gave up our spots, I guess Miami gave up their spots, ABC gave us some spots, etc. So you got a pretty good message out on help. More importantly and I think what they really liked was when we had about 125, we

thought, faculty/students signed up to take money at the gate - and we had about 250 show up and raised about a quarter of a million dollars. If you looked at TV the following Saturday, we played on Monday night, almost without exception every game on national TV you saw people out there with big white buckets collecting money. I don't want to say we did it, but certainly having that national audience of 40-50 million people watching, ABC running a special on it – it probably did more to help the situation than had we cancelled some game and not played it. So, there were circumstances that went beyond that, and FSU played a significant role in not only raising \$250,000 but the awareness. I really appreciate your help.

On AAU, it would really be wonderful if we would be invited into the AAU. I hope all of you will look at what we have written and what we have said and what we talked about. We would like to do that. But it is equally as important that FSU look at becoming one of the better or most outstanding or even better, which ever term you chose to use, public graduate research institutions. AAU is only one goal in that endeavor. If we can accomplish AAU, that's great. That's not the end. There are other things to be done. If in this whole quest we don't accomplish that, but raise our standards or our perception, that's good too.

There is a committee established to talk about mandatory insurance for our graduate students. They will be working on a pretty short timeline if we are going to implement it for the fall realizing the time frames we begin accepting students for the fall so we can notify them. I hope you participate in that and look at that a little bit. I think that it is critical not just for our undergraduate students but for our graduate students. We have provided a stipend this year and hope to provide a better one next year. But we do see the program that is produced for our graduate students be different than the undergraduate students. That is part of the whole key if we are going to move up and do some things for graduate students.

I find your resolution interesting and I think its great but you might want to tweak it a little bit. Just before I came over here, I got a call that they did not select a Chancellor today. So any names you have seen, I'm not saying they aren't still candidates but you would assume that since they were not selected they are not still considered. The Board of Governors has hired a search firm to go out and solicit and seek applicants. I know of two people they asked and they turned it down. So, you might want to pat them on the back and yet push them in the direction you want them to go.

We will probably be locked up in a agree to disagree mode with the Board of Governors over a couple of issues most notable PECO and funding. We don't believe we were treated fairly in their original recommendation or their recommendation to the Board of Governors. Normally we get about 16-18% of the PECO pot. This time we got about half that. Eight million dollars versus about what we would have gotten, about 21 to 22 million dollars. We are working through PECO. We need to look at PECO – forget the number, it's just not producing the revenue that we need in the State of Florida. There are several options to look at that. I am also a political realist and know that this is an election year and know they are not going raise taxes but there's no reason we couldn't create a study or taskforce to look at broadening the base, to look at a different system, to look at the North Carolina model where you do an entitlement off of utilities. I am hoping the Board of Governors will at least advocate that we find a way to define what physical capital means for the university system and then find a way to at least suggest to the Legislature they put a funding mechanism in place whatever that happens to be. Supposedly the Board of Governors are our friend and supposedly they are the advocate for the university system and the needs of the system. Unfortunately, they

don't want to advocate for us, they want to advocate under someone's perceived parameters.

Construction programs are on schedule. We are committed to building a Chemistry building and one for Physics probably right after Chemistry. If we are serious about raising the bar in terms of a public graduate research institution, we need facilities that will attract the types of scholars we want to be here. We had a plan based on certain gifts and that didn't work out. We have a certain amount of money that we believe belongs to the state of Florida and FSU and we are going to use that to build the facility. My guess is we will litigate for a while but we have signed a contract for about \$50 million and it is not subject to matching.

[The President was asked about relations in Washington, D.C.] We just announced today a \$5 million grant with the Department of Energy to study power grids and security and implementing power. I am sympathetic with the people of New Orleans, we all are, but to suggest that you can conduct a war 10,000 miles away and rebuild an entire metropolitan community to 21st century standards and do it within the excess revenue of the federal government is a little bit naive. I am concerned that some of those dollars may not flow as well. That has a major impact on us with what we are trying to accomplish here as well as any other university. I have talked to other university presidents and we will all be making journeys up to Washington not just to protect our "dollars" but to make people understand how important research is. The whole purpose is not just to study the security of power grids to keep some terrorist from blowing them up but how do you secure these systems from natural disasters and how to better utilize power. I will spend more time in Washington.

[The President was asked about the Baxley bill.] It's an elections year but I think he will refile it. I don't think it will pass but it will get a lot of press. It will be one of those things we fight through in an election year. He'll get a bunch of hearings. It may even pass the House and go to the Senate; they'll stick an amendment on it and send it back, the House will refuse to concur, and they'll stick an amendment on it. There will be a technical amendment added – somehow he will run out of time and it won't happen. But I think you will see a lot a press on it.

Thank you for an easy fall in terms of registration; it has gone well. We appreciate everything you have done.

XII. Adjournment

The meeting adjourned at 4:25 p.m.



Melissa Crawford
Secretary to the Faculty