



MINUTES
FACULTY SENATE MEETING
SEPTEMBER 19, 2007
DODD HALL AUDITORIUM
3:35 P.M.

I. **Regular Session**

The regular session of the 2007-08 Faculty Senate was held on Wednesday, September 19 2007. Faculty Senate President Jayne Standley presided.

The following members attended the Senate meeting:

T. Adams, J. Ahlquist, M. Allen, P. Aluffi, I. Audirac, T. Baker, S. Beckman, P. Beerli, S. Bellenot, G. Blakely, R. Blaufarb, P. Bowen, B. Bower, J. Bowers, R. Bruschweiler, G. Burnett, J. Cao, D. Cartes, E. Chicken, J. Clendinning, E. Cormier, F. Davis, L. deHaven-Smith, J. Dorsey, I. Eberstein, L. Edwards, K. Erndl, J. Fiorito, S. Fiorito, A. Gaiser, K. Gelabert, J. Geringer, P. Gilmer, C. Greek, J. Hellweg, W. Hochwarter, L. Hogan, T. Houpt, P. Iatarola, L. Keller, A. Kercheval, D. Latham, T. Lee, D. Lick, S. Losh, C. Luongo, C. Madsen, N. Mazza, C. McCann, W. Mio, D. Moore, R. Morris, A. Mullis, R. Neuman, J. O'Rourke, A. Payer, R. Pekurny, R. Radach, V. Richard Auzenne, J. Scholz, R. Schwartz, L. Shepherd, J. Sickinger, J. Standley, O. Steinbock, E. Trowers, J. Turner, G. Tyson, E. Walker, Y. Wang, M. Wasko, C. Weissert, W. Weissert, C. Wiebe, S. Wood, P. Young.

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

C. Alamo, K. Apel, G. Bates, J. Cobbe, V. Costa (**J. Leiber**), F. Davis, B. Diskin, J. Dodge, J. Dorsey, M. Frank, G. Knight, B. Landing, W. Leparulo, S. Lewis, B. Maier-Katkin, T. Matherly, V. Mesev, M. Mondello, K. Myers, D. Pompper, D. Rice, R. Roberts, F. Rodriguez, H. Schmidt, C. Upchurch, P. Ward, N. Warren, T. Welsh (**D. Hale**).

II. **Approval of the Minutes**

The minutes of the April 18, 2007 meeting were approved as distributed.

III. **Approval of the Agenda**

The agenda was approved as distributed.

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

Traditionally, the Senate President addresses the first meeting in the fall to provide information about the coming academic year and the President's assessment of the status of the university. It is my honor to do that today.

In times of budget woes and pressure to conform to business/accountability values, FSU must not lose sight of its overall goal to provide a quality education to a global, diverse population. Graham Spanner, President of Penn State University recently said, "A university experience is more than a degree for job skills. Education is society's mechanism of turning despair into hope, for raising the social consciousness of the community, and for improving the quality of life." FSU will need to keep that idea in the fore as we progress through this academic year.

With regard to our current status, you have already heard about the state's financial problems for this fiscal year and the detrimental impact on the university. The Florida tax base is shaky, this year's revenue is inadequate to the needs, and like businesses and state agencies, the educational system will now suffer. A President of a prestigious university recently told his faculty senate...."in business, it's dog eat dog; in academia it is just the reverse."

At this point, it appears that we will have to cut the university budget for the '07-'08 academic year by 4% or approximately 12.5 million dollars. Each college is charged with a 4% cut as are the administrative units. Perhaps you noticed that air conditioning has been cut off in many buildings on weekends and evenings. VP John Carnaghi is trying to reduce our 30 million dollar utility bill by 2 million dollars to avoid cutting positions and programs. This seems a clear-cut choice (no pun intended). There will be other changes and hardships that faculty and students will have to adapt to this year. Since the problem arose, the Steering Committee has been kept informed of the plans for budget revision and we thank the President and Provost for solicitation of our input. In the not too distant past, there have been other budgetary shortfalls in the state of Florida and they have been short-lived. We hope that this one, too, will be quickly resolved and adequate university funding quickly restored.

Despite the budgetary exigency, there are many positive developments in our future.

- The Differential Tuition bill passed and was not vetoed in the last legislative session. An opportunity is on the horizon to raise tuition commensurate with the outstanding education that FSU students receive. Our undergraduate

- tuition ranks 49th in the nation and we are aware that that is woefully inadequate.
- The NSF renewed the contract for the High Magnet Lab and added a 35 million dollar increase.
 - One hundred thirty seven newly hired faculty have joined our ranks this year and we embrace their youth and vitality as we commit to mentoring them through their careers.
 - Three rounds of Pathways have been funded resulting in 9 ongoing clusters of researchers being recruited with 13 new faculty arriving this fall.
 - There are 2 new, very large and beautiful dormitories opening this fall on W. Tennessee St. bringing the total of on-campus housing capacity to 6400 thus maintaining our unique status within the SUS as a residential, destination university.
 - When FSU is reviewed by outside experts, we are noted for our distinguished faculty and widely held student perception of special relationships with outstanding teachers who are caring, exceptional people. Florida State University has long recognized that responsibility for academic excellence rests with the faculty. We must maintain and further that tradition even in the face of budget cuts.

With regard to the Senate's plans for this year, I want to begin by noting the distinguished history of strong faculty governance at FSU. Traditionally, it has been the faculty's role to provide guardianship and direction for educational policy and the curriculum, to create individual scholarly thrusts within the vast menu of educational programs, to teach at the highest levels of achievement and with the greatest concern for individuals, and to maintain the institutional memory. We will continue that role with vigor and commitment.

Faculty governance is critical to FSU's decision making. How are decisions made on this, or any other, campus? In reality they are made by administrators who are paid to decide and who listen to input from diverse people and groups. It is the Senate's role to assure that the voice and will of the faculty are heard and considered in this process. As the elected body of the general faculty, our constitution says that we "may formulate an opinion upon any subject of interest to the university and adopt resolutions thereon."

I read the other day that it is the faculty's role to think for the university, the president's role to speak for the university. To the extent that we are thinking and speaking with each other, then FSU will benefit. We must all be diligent and thoughtful in exercising our opportunities for input to shape the future for the greater good.

What will our Faculty Senate do this year? This is our agenda.

- We will share and promote the university's goal to be a nationally recognized research university. We will strive for excellence and celebrate our colleagues' successes.
- We will participate in the development of the Strategic Plan setting priorities for the university for the next 5 years.
- We will protect academic freedom. We are a university committed to the "liberal" ideals of mutual respect and civility, of fair play and due process, of openness, tolerance, and free speech honored in the daily conduct of our academic endeavors.
- We will protect the individuality of faculty. University faculty are not hired to fit into neat teaching slots on administrative program plans, though from administrative perspective that might be very efficient. Rather, faculty are selected for the depth and uniqueness of their intelligence, for the passion that underlies their scholarly interests, for the creativity that transcends previously unseen relationships. Because we have these characteristics, faculty grow and evolve across time in unique ways. Administratively, we may be perceived at times as "messy" and that is fine.
- We will defend Promotion and Tenure, guide its policies, and mentor those undergoing the process.
- We will strongly advocate for tuition increases. A great education cannot be obtained at bargain basement rates. A quality education costs a premium price.
- We will promote shared governance across the university in planning, development, and decision making. We will respect the administrative personnel and their role. We may not always agree with them, but we can agree to disagree without rancor and with free and open discourse. In representing the faculty, we will strive for a university perspective that transcends those of our own specialized area or group interest. We will promote respect for equity and diversity.
- As administrative positions become open, we will serve as an advisory group in the identification and selection of the most talented and capable people to lead this university.
- We will work with Campus Security to promote safety and provide a healthy campus free of fear and intimidation.
- We will advocate for multi-dimensional methods of faculty evaluation. A one-size-fits all spreadsheet approach is not appropriate for assessing faculty performance across the many diverse disciplines of this, or any, major university.
- We will strongly advocate and support all efforts to make salaries commensurate with the demonstrated quality of our faculty.

- We will challenge all faculty to become complete faculty through teaching, researching, and governing. Teaching and scholarly endeavor are basic, but service and faculty governance are also imperative.

So, thanks to you, the Senators who have agreed to represent their colleges in this august body. Thanks to every faculty member who agreed to serve on a Senate committee and especially to those who accepted the extra burden of chair of a committee. You won't make more money and you may not receive more esteem from your administrators. But you will have joined the long, continuing line of stellar faculty who meet the garnet and gold standard for excellence in service. The FSU Faculty Senate holds you in the highest esteem. And, thanks to Melissa Crawford, Faculty Senate Coordinator, who makes all of our lives easier.

These things we will emphasize this year. The Steering Committee and I look forward to working with you.

V. Report of the Steering Committee, E. Walker

Since the Senate last met in April, the Steering Committee has met ten times, including two meetings with the President and the Provost. In late August, we resumed our regular schedule of weekly meetings; this term we are meeting from 2:00 to 3:15PM every Tuesday.

Budget updates from the legislature and the university were a regular part of our agenda. The steering committee would like to thank the President and the Provost for keeping us informed about a constantly-changing set of discouraging circumstances. We especially appreciate the spirit of consultation in a meeting in late July, in which the administration agreed to the suggestion to hold the library system harmless in the initial round of immediate budget reductions.

During the summer, much of our time was spent on committee appointments and a review of the university's committee structure with the Provost's office. We want to thank all of you who have agreed to serve on Senate committees and thus contribute to the essential tasks of shared governance. The results of these labors appear on your agenda today under New Business.

In other business, we met with and received a report from Joe Beckham, our representative to the Coalition on Intercollegiate Athletics, and we voted to cast an FSU institutional vote supporting the spirit of the recommendations of that body for a series of reforms in intercollegiate athletics. We were glad to learn that our membership in the Worker Rights Consortium has finally been completed. We met with Karen Laughlin and Sara Hamon from Undergraduate

Studies to hear about plans for a new required course on academic success which would be targeted at students who flounder badly during their first semester. President Standley reported from her attendance at the meeting of the statewide Advisory Council of Faculty Senates, which is a very useful forum for gathering comparative information about salary situations at other SUS institutions.

Most recently, the Steering Committee has met twice with Vice President Bob Bradley as he organizes a new Strategic Planning exercise for the University. We are active participants in the process and are helping to craft new Mission Statements and Vision Statements for the University, especially to help define objectives for a major new Foundation campaign, which is imminent.

Members of the Steering committee represented the faculty as observers and resources at Board of Trustees committee meetings on September 13 here on campus. I would remind you that the Senate President sits as a member of the Trustees; the Trustees also make room on their agenda for remarks from the faculty, which by custom are delivered by the vice-chair of the steering committee. President Standley and I thus served as your representatives at the main meeting of the Trustees on the afternoon of the 13th.

VI. Report of Standing Committees

a. Undergraduate Policy Committee, V. Richard Auzenne

The Undergraduate Policy Committee held its first meeting of the 2007-2008 academic year last week. Getting to work immediately, the Committee acted on several courses that had been submitted for its consideration. It approved COP 3014: Programming I for Computer Competency credit, effective Fall, 2007, and also effective Fall, 2007, approved HEE 3103: Methods of Teaching Family and Consumer Science for Oral Communication Competency. In addition, the UPC is recommending that ANT 2301: Evolution of Human Sexuality be approved by the Senate as a course meeting the requirements for Area V, Natural Science credit, effective Spring, 2008. The syllabus for this course was made available to you before this meeting. On behalf of the UPC, we move adoption of this course.

The motion passed unanimously.

VII. Special Order: FSU Police Chief, D. Perry

See addendum 1.

VIII. Old Business

There were no items of new business.

IX. New Business

a. Bylaws Change-Deletion of Committees, J. Standley

The deletion of 3 committees, the Computing and Information Resource Committee, the Distance Learning Committee, the Professional Relations and Welfare Committee, was introduced. It will be discussed and voted upon at the October meeting. It was also noted that the Elections Committee language will need to be edited as well.

b. Confirmation of Committee Memberships, J. Standley

It was moved that the committee memberships for the 2007-08 year be confirmed. The motion passed unanimously.

x. University Welfare

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

Good afternoon! I hope everyone had a productive and enjoyable summer.

As you probably know, our faculty and administration bargaining teams met several times since our April Senate meeting and reached tentative agreement on several issues. Things bogged down when we got to salaries, and they are still bogged down. You can find a detailed account at our www.uff-fsu.org web site under "Bargaining News."

To summarize briefly, however, the administration insists that any raises, other than promotion raises that have already been implemented, shall be solely on the basis of administrative discretion. When the faculty voted nearly four years ago by a margin of 736 to 33 for UFF representation, we don't think they meant to have so little role in faculty salaries. The administration's position is totally unacceptable and quite possibly illegal. We understand that it is a tough budget year, even tougher than our usual tough budget year. But there is money that could be used for raises. The administration has already given out discretionary raises totaling over \$100,000 to faculty in the bargaining unit, and quite likely additional raises to administrators and others. This isn't a question of whether there is money, but whether the administration chooses to use funds to reward

faculty, and how such raises are determined. Our faculty team has been very flexible. The team even offered a proposal that requires no additional raises, but it does require that if there are raises that faculty members and their chosen representative, the UFF, have a meaningful role in determining those raises. The administration chose to ignore that proposal. Our faculty team is consulting with UFF staff and legal counsel regarding our options.

One might well ask how faculty can have a more effective voice in these matters. Two indirect but relevant responses come to mind:

First, I had lunch with President Wetherell several weeks ago, and we talked about Florida's higher education budget. President Wetherell told me that he thought it could make a big difference if faculty spoke with a united voice. I could not agree more, and I wish more faculty members would realize the truth in that statement.

Second, I think we should ask our chancellor. Chancellor Rosenberg has kindly agreed to meet with FSU faculty at a luncheon tomorrow at 12:30 in the Florida Room at Oglesby Union. You are all invited. Please join us tomorrow and encourage your colleagues to attend as well. Our UFF-FSU chapter will provide food and beverages.

Are there any questions? Thank you for your time.

XI. Announcements by Deans and Other Administrative Officers

a. Director, University Libraries, J. Zimmerman

Thank you, Jayne, for that kind introduction, and thank you for allowing me a spot on the agenda.

I'm very pleased to be back at FSU and I am grateful for the warm welcome that you've given me.

I am also very appreciative of the faculty's strong interest in, and support for, the Libraries. As I've reviewed the role that the faculty senate, the library committee, and individual faculty members have played over the past few years, it's clear that you care deeply about the libraries and that we are central to the work that many of you do.

Your input has helped to begin a new era for FSU's libraries.

Based on this input and my own observations, I've identified three important areas of focus for the next year.

Space. We are bursting at the seams, both for books and other materials, and reader space. And much of the space we have is ill-suited for a 21st century library. The University administration has recognized this, and I'm happy to say that several projects are going forward to begin addressing these needs.

The library's internal and external relationships.

I've made it a priority to create a culture of cooperation and mutual support with the Colleges, the independent libraries, and other units at FSU, as well as with organizations beyond the university.

Internally, we must give our staff a positive work environment with the support, tools, and compensation they need to provide top-notch service.

Finally, and perhaps most important, we must continually evolve and improve our ability to meet the information needs of FSU's faculty and students. Obviously, funding plays a role in acquiring the books and journals you need to do your work, but again, the administration recognizes this fact, and is working with us. We are also critically examining our policies relating to allocation of the collections budget, our methods for selecting materials, and our ILL procedures. Related to this,

- In just a few weeks, we will roll out a new delivery service for faculty. You'll be able to e-mail or telephone the library, and we'll deliver any requested books to your department office within 24 hours. Journal articles will be sent electronically to your e-mail account. If you request something we don't own, we'll obtain it through interlibrary loan or other means.
- We've re-instituted the practice of allotting \$1500 grants to new tenure-track faculty as "seed money" for collections to support their research.
- We have increased the funding for primary and secondary-source grants for all faculty.
- We're also renovating the basement floor of the library as a quieter, more traditional research area designed for faculty and graduate students. We will be offering services and features that you've

requested or that are already used heavily. Construction starts in November and will be completed by Spring.

The importance of the library's relationship with faculty cannot be overstated. And so, I invite you, if you have concerns about the library or suggestions for how we can improve, to contact me. I also welcome the opportunity to talk with groups.

I look forward to working with you. Thank you.

b. Vice President for Planning and Programs, R. Bradley

Hello, it's nice to be here. I see all the chairs worked out. That's great. With regard to the strategic planning process, the President has appointed a strategic planning committee consisting of 17 different people ranging from me, I'm the Chair, to folks from the Foundation, people from the Faculties, the Deans, the Graduate Dean, the Undergraduate Dean, one alumnus and like, along with a couple of students to go the process of arriving at a new strategic plan. What he asked us to do is to look at our existing mission statement as the University, as we consider the vision of the University, and produce a series of strategic priorities by the beginning of November and then take the period from November until next April to put some flesh on that and figure out exactly what that means in terms of the initiatives that we want to take that will move this university in the direction of the vision that's been articulated.

What I've done is met with the Faculty Steering Committee twice now and I've asked the Senate President to produce the initial graph of the mission statement and the vision we'll be working on for the next month. Frank Murphy from University Relations will be putting up a web page shortly that he'll then send to all of you so that you can comment on things as we're doing them and then we will have a number of other initiatives for talking to the campus at large that we'll do probably early in the spring where we will do a series of town halls or one town hall and some individual meetings and the like. The idea is that by the end of the academic year we will have a new strategic plan. We are required to have a strategic plan for the Southern Association of Colleges and Schools; we are about to begin the new Capital Program and we want to have a Capital Program that is focused on the directions that are set by the University community as a whole. So it's a one year process. I'll be back talking to you as often as the President wants and if there are any questions, I can take them now. Thank you.

- c. Dean of the Faculties and Deputy Provost, A. Rowe

I want to remind you of the fall meeting of the faculty that will be held tomorrow afternoon at 3:30 at the Alumni Center. In addition to the regular meeting and the President's remarks, an honorary degree will be awarded to Professor Emerita Kitty Hoffman and the Torch Awards will be presented and there will be a reception at the President's house afterwards. So, I encourage all of you to come tomorrow afternoon at 3:30. Thank you.

XII. Announcements by Provost Abele

The Provost was in attendance but did not have any announcements.

XIII. Announcements by President Wetherell

Thank you very much for letting me come by. I appreciate the invitation to be here. Let me try to start with a few things and then if you have any questions I'd be more and happy to respond to those. The semester, I think, got off to a very good start. We had fewer incidences than we have had in recent memory anyway, in a very long time in terms of the registration process and everything that was going on in that regard. As far as students go, the check in process to the new dorms went particularly well realizing that we opened up about 1,700 new dormitory slots. I am amazed at the business community in Tallahassee. We've been building those facilities for probably two years now and talking about it and it apparently hit them about the 15th of August when they weren't full that something was going on and they needed to figure out what that was. Basically those 1,700 students that were in Cash Hall or Osceola or around pretty much migrated to campus and they weren't full. So they had expressed some concern about that and we have said that we prefer to have our students on campus to the extent we can. One of the things that we did figure in that whole process, though, is that there is a difference when you add 1700 more students to campus for a week with no classes and nothing to do. It was bad enough with 6,000 and now there's 7,500 or whatever that number is. And we're seriously looking at when to bring students back and when to open up the facilities. There are a number of issues at stake. Specifically it would give more time if we shortened that period for the residence halls to do some work, to clean up and do what they need to do to fix the campus. Plus, I think that Seminole Sensation week has done well and has done a great job, but when you look at what we're putting out and what we're getting...and I guess if you save one student's life by keeping him on campus as opposed to him getting into trouble, it's certainly worth the money... but there's a number of us who believe that we can shorten

that time period after working with some of the fraternities and sororities on their dates, but I think that we can get there. I think you'll see a move a foot to shorten that period of time and I think that will be a good decision.

Obviously, I guess the last time I talked to you all as a group was probably the summer sometime after the legislature had adjourned but before they had cut the budget, which means they passed one cut before they had even given it to us. We got cut somewhere between 16 and 32 million dollars depending on what numbers they use. We believe we've been able to do that this year without significantly impacting staffing and those kinds of things. Each dean has been given a target number by the Provost and they have met that target and we've been able to take some non-recurring dollars some carry-forward dollars, different kinds of dollars and buy back those cuts for this year. We felt that was important because we didn't get the cut notice until the end of June, first part of July. Most of the students had been admitted, contracts had been issued, that type of thing. We met with the faculty senate steering committee and they made some recommendations and we, I think, adopted most of those recommendations and appreciate it. One of their recommendations was to hold the library harmless to the extent we could and I think we were able to do that in terms of their operating dollars and that type of thing. We did reduce the hours of the library. Actually, we didn't reduce them, we left the summer hours in place for the fall term which basically means that most of them shut down at about midnight as opposed to two in the morning. That has created some consternation on certain people's parts, but we'll work through that. We've had to adjust some hours in computer labs and some things of that nature to accommodate the budget cuts but I think that all in all the faculty, staff, university has accepted that with the right spirit and that spirit not meaning that we like it, not meaning that it's the right thing to do but realizing that it is an issue. We also have all come together and expressed our concern that the legislature and the governor needs to look at higher education in a little bit of a different light than they do some other things. Hopefully that will come to be. Originally there was to be a special session two weeks ago and in that special session the governor wanted the legislature to cut the budget and they found out that wasn't a lot of fun cutting education and little children and meals on wheels and all that so they punted to the governor and said, according to Chapter 2:16, it's within 1.5% so you cut the budget and you be the bad guy. Our governor doesn't like to be a bad guy so he decided that he would cut the budget but he would only cut projects that belonged to the speaker and the senate president and all of that. So they didn't like that idea too much so now we have another special session for next week where we're all going to come together to figure it out. It will be interesting to see how all of that comes down. I don't see any possibility of there not being some cuts. It's really not a matter of cuts, the

legislature has held back 1% of the money we get in each quarter's draw, so that's a 4% cut. We're simply not getting those funds. So we had a budget based on 4% more than is going to flow through. That will occur. The real issue is how much revenue is the State off and how much will it be off over the next couple of years. The revenue projections, in all honesty, do not look very good. So, you start looking not at this year, but down the road. That's why as we talked to the deans about the cuts they had, we did buy those cuts back this year, but the opportunity to buy them back in the future might not be there, so as we start the budgeting process from next year, it will be from a 4% lower base even though we were able to afford it this year.

You probably read in the paper a number of fees we increased at the Board of Trustees meeting last week. We had a series of what I call "nickel and dime" fees, the FSU card fee, parking fees, orientation fees, those types of things that will produce 250,000-500,000 dollars that are not significant in solving the 30 million dollar budget reduction. There are one or two fees that are significant. The first one is a technology fee- that could produce significant dollars and offset dollars for some other place. So far we are not authorized by the legislature to implement that. We have created a fee that some people think looks like a technology fee, but it doesn't quack like one, it doesn't walk like one; it just sort of is there. And we are going to try to move that one forward no matter what the legislature does. Should they implement a technology fee, we'll probably step away from that one, but for right now we don't know. The other one is a tuition issue. Our board voted not to increase tuition in January, but to move the tuition increase to next fall. The rationale for that is not that we're opposed to it, not that we believe tuition is too high, not that we wouldn't do it but a couple of things come to mind. First, there's no tuition authorized for anyone to do. The legislature vetoed it so it really doesn't exist. The Board of Governors is talking about levying a tuition increase, but it's questionable whether they have the authority to levy that. As of this day they haven't officially done that. Should they do that without the legislature's approval, I'm sure that someone in this room or some law student from around here will challenge that and we start our registration in two weeks or something like that, it won't be resolved by January, so to try to build a budget with a tuition that doesn't exist and may not exist through the legal challenges didn't make a lot of sense to us. More importantly, we work with our students and work with you and everybody else at the university to do a health insurance program for students this fall. The health insurance would actually cost students around 1,200-1,500 dollars. A 5% tuition increase would cost \$150 dollars. Not one single student has complained, I haven't gotten any emails about health insurance, I've gotten them on everything else and I'm not looking for one, but we have basically increased student fees by 1,500 dollars, or they have, and no one has complained. And yet, you start

talking about 150 dollar tuition fee and everyone starts griping and moaning and carrying on. We ask our students to do the health insurance fee; they did, and we didn't feel it was quite right to dump the tuition, philosophically on top of that. We have explained to them, though, that should a tuition fee be implemented in some form or fashion throughout this next special session, we would do that for the fall and we are notifying students that come in next year's class of tuition that it will go up. We don't know how much or in what form. We are authorized to do differential tuition and we will do that next fall also in addition to whatever comes in. Hopefully with the tuition increases we would, at worse, be able to offset any cuts and I'm hopeful that the legislature will offset those cuts for education and tuition would be on top of it. We're going to work with the Faculty Senate and talk to them and the Provost. Once those dollars are in place the question becomes how do we spend those dollars and where do we put them. Do we put them in raises? New faculty? Sabbaticals? What do we do? So we'll put together a group of people and start having discussion this fall. With the differential tuition, the legislation says that it much be used for faculty and for counselors. So we don't really have many options, but we do have some options of how we do that and hopefully we'll come up with a pretty good game plan in that process.

I think that's all. Any questions? I do appreciate all of your help and support.

*There's going to be a lot of stuff going on in the budget section in the next couple weeks. Do you have any ideas of how faculty can do as a group for everyone?

I think that any pressure you can bring to bear on the legislature that is fair game without using your groups of students inappropriately, but I know groups of students from the library, I know Joe O'Shea and the Student Government Association are going to go down and lobby the legislature about the important of higher education, particularly faculty salaries. I think that is fair game. I think the idea that public universities have a role in getting us out of the recession as much as anything. And any dollars put into them will pay back dollars over the long haul that are a good investment. I think you also need to look at a performance based funding model that rewards graduation that rewards diversity, some of those types of things as opposed to how many students you enroll, which is what the current model does. We can debate what those performance indicators are, but clearly that is something that ought to be on the table. The legislature is amenable to that. They're getting a lot of pressure from institutions who just want to be the biggest, not the best as opposed to what we want to do and at Florida and some others for that matter. So I think that the thrust of everything needs to be two blocks down and pointed at one university

or a solution to get out of this problem, not something that got you into it. Two, we are a good investment and three, we are more than willing to participate in a performance based funding model that rewards true performance. And the Board of Governors has developed a model, the last time I saw it, I don't know, I haven't seen it lately, so I may be speaking out of turn, is a performance based funding model that does not have graduation rates in it. How you can be performance based in the university system and not have graduation in is beyond me. But if you can, through you associations, unions, whatever it happens to be, speak with legislative leaders, not just our delegation, but legislative leaders who can make a difference that would be the best way you can spend the next couple weeks. You don't need to lobby me, the Faculty Senate Chairs, the Provost, the Chairman of the Board- we're all there. It's just a matter of getting 61 and 21 votes. That's the best thing I think you can do and I'm not trying to pass the buck.

Thank you.

XIV. Adjournment

The meeting adjourned at 4:55 p.m.



Melissa Crawford
Faculty Senate Coordinator

**The Florida State University
Police Department**

**Critical Incident Preparation and
Response**




**Faculty Senate
September 19, 2007**

FSUPD Mission Statement




**“The Mission of the Florida State University
Police Department is to support the
mission of the Florida State University by
promoting a safe and secure higher
education environment while providing
proactive police and customer-related
services aimed at reducing crime.”**








FSUPD Facts

- 62 sworn Police Officers
- Fully Accredited Department
 - General Orders Related to a Critical Incident
 - 04-200-132 Incident Command System
 - 06-200-09 Critical Incident Response/Rapid Deployment
 - Patrol officers must be trained how to respond to an active shooter/aggressor because of previous incidents around the country and in the world. The swift and immediate deployment of law enforcement resources to ongoing, life-threatening situations greatly reduces the probability of death or great bodily injury to innocent persons. A review of these incidents has led to rethinking the previous tactics of establishing a perimeter and calling out a specialized unit.






FSUPD Facts


2006 Exercise


- Conduct Yearly “Realistic” Training
- Lessons Learned
- 6 Instructors on staff
- Yearly Weapons Qualification
- Providing Training for other LEA
- Employees receive an average of 306 hours every 4 years (56 required by the state)
- Education Levels: 3 Masters / 21 BA-BS/ 18 AA



**Recent Incidents Involving
Weapons**



- Construction Worker in the New Psychology Building
- Weapon recovered from a traffic stop (concealed under seat loaded)
- Weapon carried by a Juvenile Justice Employee (standards expired)
- Student attend a large party with a large machete



Tactical Raid Vests



- Tactical Vests were purchased for all Investigators and Command Staff Officers




Domestic Security Awareness Training For Classroom Professionals









2007 Challenges For FSUPD



2007 Critical Incident Drill

Video



FSU Police Department

QUESTIONS
FSUPD 2007

