



The Florida State University
Tallahassee, Florida 32306-1030

Faculty Senate
904-644-6876

AGENDA
FACULTY SENATE MEETING
FLORIDA STATE CONFERENCE CENTER
September 13, 1989
3:45 p.m.

- I. Approval of the minutes of the April 19, 1989 and May 24, 1989 meetings
- II. Approval of the agenda for the September 13, 1989 meeting
- III. Welcome to the Florida State Conference Center, M. Pankowski
- IV. Report of the Steering Committee, A. Mabe
- V. Remarks by Faculty Senate President L. Sandon
- VI. Reports of Standing Committees
 - a. Memorials and Courtesies, J. White
- VII. Unfinished Business
- VIII. New Business
- IX. University Welfare
- X. Announcements of Deans and other administrative officers
 - a. Overview of Budget for 1989-1990, Provost Turnbull
- XI. Announcements of the President of the University

ANNOUNCEMENT: Provost and Mrs. Turnbull and the University Club will host the University Club Wednesday Social in the Florida State Conference Center immediately following the Senate meeting. The University Club will collect \$1.50 to help defray their expenses. Everyone is welcome!

THE NEXT SENATE MEETING WILL BE OCTOBER 11, 1989



The Florida State University
Tallahassee, Florida 32306-1030

Faculty Senate
904-644-6876

FACULTY SENATE MEETING
Florida State Conference Center
September 13, 1989
3:45 p.m.

I. Regular Session

The regular session of the 1989-1990 Faculty Senate met on Wednesday, September 13, 1989 at 3:45 p.m. Senate President Leo Sandon presided.

The following members were absent. Their alternates who were present are listed in parenthesis. J. Altholtz, M. Armer, D. Behrman, G. Buzyna (L. Tung), J. Cook, R. Dalton, G. DeVore, M. Evans, R. Feiock, R. Hagen, G. Hepner, D. Horward, J. Icerman, R.C. Lacher, W. Landing (B. Cushman-Roisin), P. Levine, B. Licht, R. Marshall (J. Kerr), E. Mellon, R. Moerland, J. Morse, D. Nast (R. Braswell), J. Piersol, P. Ray, M. Roeder, K. Scott (C. Piazza), O. Slagle, J. Standley, P. Strait, D. Sumners, P. Tait, D. Van Winkle (J. Owens), W. Veal, L. Weingarden (J. Eyestone).

II. Approval of the Minutes of April 19 and May 24, 1989

The minutes of April 19 and May 24, 1989 were approved as circulated.

III. Approval of the agenda for September 13, 1989

The agenda for September 13, 1989 was approved as distributed.

**IV. Welcome to the Florida State Conference Center,
M. Pankowski**

Associate Vice-President Pankowski welcomed the Faculty Senate to the Florida State Conference Center. This is considered the most important meeting of the academic year for the Center. This past year 909 meetings were brought to the Center by colleagues of Florida State.

The grant-in-aid program has increased this year. Provost Turnbull has committed \$25,000 to the program and the Center will match this amount, making \$50,000 available to the faculty of FSU for their use in bringing activities to the Florida State Conference Center. "You have made these great things happen and I wish to thank you!"

V. Report of the Steering Committee, A. Mabe

Course level issue: The University was asked by the BOR staff to change the level of 16 courses for which there had not been some agreeable resolution under their plan to have the same course offered at the same level at each university. The Steering Committee supported the Curriculum Committee's decision not to do so and to appeal again to allow these courses to remain at the level departments wish.

Proposed Panama City campus evaluation document: The Steering Committee was asked to comment on a proposed evaluation document whose purpose was to gain information from students for course planning at the Panama city Campus. We found the document to be largely duplicative of the function of SIRS and recommended against the document suggesting instead different kinds of questions and a different process for gaining information for course planning purposes.

Request regarding leases of fraternity houses: Student Affairs asked the Steering Committee to comment on a proposal to enter into long term leases with several fraternities now occupying University owned property. The Steering Committee expressed reservations about long term commitments and about the possibility of subsidizing some fraternities. We recommended that the new VPSA have an opportunity to review the proposals, that proximity of some of the property

to the proposed University Center be considered and that the proposal be reviewed in terms of the University Master Plan.

MGT: Throughout the summer the Steering Committee has been involved in discussion of the MGT Study, and three members, Leo Sandon, Fred Standley and Marilyn Young are members of the implementation committee. The Steering Committee decided to take a position as a committee only on key proposals in the study involving academic matters. Those are: The Dean of the Faculties should keep his current title and should continue to have the duties he currently has, particularly his role in carrying out Faculty Senate policy. The Vice Presidency for Research should be left at that level to highlight the research commitment of this University. The Office of the Dean of Graduate Studies should be moved under the Vice President for Academic Affairs. The Steering Committee opposes the idea of an Academic Council as it is delineated in the MGT Study.

Review of the committee system in the University: The Steering Committee has placed a high priority this year on a systematic review of Senate and University level committees. Tim Matherly has agreed to chair the review committee and President Sliger has expressed his support for such a review.

Accreditation Review: We are now beginning preparations for our reaccreditation review. The Steering Committee has discussed the plans for the review and the Office of the Dean of the Faculties is in the process of forming the committees which will conduct the self-study.

Discussion of Admission Committee: The Steering Committee has continued to discuss the Admissions Committee's relation to the Faculty Senate's role of formulating academic policy.

CDC and the Super Computer: The Steering Committee was concerned about the impact on research at FSU of Control Data Corporation's decision to drop super computer production. Tom Clark, chairman of the Senate Committee on Computing and Information Resources and the subcommittee chairmen along with the chairman of the Computing Center Policy Board, Peter Ray, met with Vice President Johnson to explore these concerns. Charles Tolbert, chairman of the subcommittee on

Academic Computing reported to the CIRC and the Steering Committee that those present at the meeting believe the University has a good short range plan and is actively preparing a long range plan to meet this unexpected occurrence.

Selection of VPSA: Each candidate for VPSA met with the Committee and we had a representative on the selection committee. We are all very pleased that Jon Dalton accepted the University's offer to become Vice President for Student Affairs.

Area Studies Proposal: There was a proposal in the last legislative session to establish an area studies program at a university in the system which would have been under the ideological control of a private group. We thought this unacceptable; Leo Sandon played a leading role with the Chancellor in getting this proposal defeated.

Misconduct in Science: The Steering Committee has continued to discuss the matter of policies and procedures for handling misconduct in research and now that the Public Health Service has announced its permanent rule, we need to move to final action.

Workshop: The Steering Committee held a workshop on August 24 at Wakulla Springs. Several issues were discussed but most of our time was spent on two issues:

1. *Multicultural Issue:* Karen Laughlin and Perrin Wright of the Undergraduate Policy Committee joined us for an extended discussion of how we should proceed in addressing the proposal presented last spring for modifying the liberal studies program in order to insure more diversity in student's academic experience. President Sandon will address this issue more fully in his remarks.

2. *Graduate Studies:* Jayne Standley, chairman of the Graduate Policy Committee joined us to discuss the status of several issues regarding graduate education. She discussed program reviews and the issue of GRE reporting to the BOR. The BOR is continuing to use GRE averages as a comparative quality indicator, even though the Educational Testing Service does not

sanction such a use. It was agreed that greater effort needs to be made to protect the University's interest in this matter. Fred Leysieffer who chaired an ad hoc committee to make recommendations for processing request for in-state residence reported that things seem to be going smoothly now and that such conversations are taking place without undue delay or obstacles. We all owe a debt of gratitude to Fred and his committee and to Mike Rashotte and Larry Abele who pressed the issue so vigorously last spring.

Meetings with the President: The committee met regularly with President Sliger throughout the summer. Among the items discussed were the following:

1. Ralph Alvarez (acting Budget Director) provided a thorough briefing on the budget shortly after the legislative session ended. The Steering Committee was particularly concerned about two items. Since technically there was no "merit" money for faculty, we urged the President to see that the distribution of discretionary money was based on the same considerations which support "merit" distributions. The legislature approved a differential pay increase for faculty at UCF, FAU and FIU universities only. The rationale supposedly was a cost of living differential, yet USF was not included. The Steering Committee urged the President to seek a veto of that provision, and he was instrumental in securing that result.
2. We continued to discuss the need for dealing with the parking problem and we pointed out the degree of congestion which has developed on University Way in front of Williams and Diffenbaugh and the resulting risk to pedestrians.
3. We discussed the reporting of GRE scores to the BOR and the use being made of those scores, and the anomaly that students are required to take the GRE even if an area decides not to use it in admission decisions. In a discussion of the quality of our graduate students, we urged the President and Provost to increase University and College Fellowships to at least \$10,000 to be competitive with other universities.

The President initiated discussion of four issues:

1. Summer work schedule: We urged that if a change from the modified summer work week is to be made, that it be made early in the academic year and units be made aware that flex time can be used to allow staff to have desirable work schedules in the summer. We discussed the original rationale of utilities savings for instituting the modified summer schedule and wondered if there were any savings and, if so, how that balances against the need for faculty to be able to use their offices and research facilities in the afternoons, evenings and weekends.

2. Summer appointments: We discussed funding for summer session and the varying levels of support for faculty in different departments. The Provost pointed out that the priority of the summer budget is to meet the instructional needs of students.

3. Complaints that some summer faculty were making radical adjustments in their summer class meetings. Dean Edwards sent a memo to summer faculty which called attention to this problem and the need to teach courses as scheduled.

4. Financial aid. there is currently a search underway for a new director of financial aid. The President has employed a consultant to evaluate the operation of the financial aid office. The initial report is that things are improving there.

We met with Vice President Hodge and John Martin on 2 August 1989 to discuss the parking situation and plans for dealing with problems which would emerge with the beginning of Fall term. While 400 new general access spaces are available at the Stadium and plans are under way to add approximately 115 metered spaces, new construction projects will take away 89 faculty/staff spaces and upcoming construction projects will eliminate even more faculty/staff spaces on campus. President Sandon will address this issue later.

We discussed again the possibility of closing Woodward Avenue. Things are moving slowly, but the University will conduct an origin and destination study of traffic on

Woodward. This is a necessary step for closing a road and re-routing traffic.

The Committee met with our new Acting Vice President for Advancement Jim Pitts on September 5 to discuss plans for the University Center and for a major fund raising campaign. It was agreed that the benefits of the University Center for the academic activities of the University need to be emphasized. Of an estimated 140,000 square feet of space which would come available on the main campus, all of that would be made available for academic functions with the exception of Bryan Hall which would again become a residence hall. This means faculty and staff offices, research facilities, and if there is a change in the classroom formula more classrooms. He also pointed out that units should prepare requests for the capital campaign and that faculty would be significantly involved in setting the priorities for that campaign.

Leo Sandon has regularly reported to the Steering Committee his efforts in a variety of forums on behalf of the faculty and the University. He has met frequently with the Chancellor, the President, the Provost, the Dean of the Faculties, BOR staff and other administrative officers on a variety of matters of concern to faculty.

The time of the meeting of the Steering Committee for Fall term is Tuesday, 2:00 - 4:00 in 440 Diffenbaugh.

VI. Remarks by Faculty Senate President Leo Sandon

"Since 1974 the Senate President has addressed the Senate during its first meeting of a new academic year. The Steering Committee initiated this practice to provide you with some overview of Senate programs for the coming year and to assess the state of the university, particularly as it relates to our academic mission and to the faculty.

In his address to the fall faculty meeting yesterday President Sliger touched on a number of items for information, reviewed an impressive list of achievements by members of the faculty and administration, and assessed the state of the university. Following so closely upon his comprehensive review, my objective today is to select several topics for special emphasis, assuming with Dr. Sliger "that the general state of

the university is very good," while focusing on some areas that need continuing analysis and action. I will address some of the issues of general university concern first, then move to matters of more particular concern to the Senate.

I

Since our special meeting on May 24th at which President Sliger offered the first public discussion of the MGT Report on university organization and operations, the report has continued to be cussed and discussed. Senators Fred Standley, Marilyn Young (the committee chair), and I, along with other faculty and administrators, devoted a significant number of hours to the work of the implementation committee this past summer. As I stated in a memorandum, June 1, 1989, "one can support both the initial decision to commission the MGT study and some of its major recommendations without arguing that the consultants produced an excellent report." In the same memorandum I also argued that "the study should issue in an organizational plan which can be executed with all deliberate speed."

President Sliger is to be commended for commissioning the MGT Study. The creation of a Vice Presidency for University Advancement, an office under which the three major outside support organizations will now work, is a wise action. We hope that other decisions dealing with administrative personnel changes, restructuring, and procedural reform will soon follow. Let me offer a specific proposal. One of the discoveries of the implementation committee is that there is no explicit and fully adequate review and evaluation of the performance of deans, vice presidents, and other central administrators. Now is an appropriate time to put in place a five-year review of the performance of all administrators, with faculty represented on the review committees. Perhaps those administrators who are already serving could be reviewed and evaluated two years after the policy is in place.

Another university-wide item which is generating some comment is the plan to construct a University Center. The Steering Committee unanimously endorses plans for the Center's construction as well as for a major capital campaign for alumni scholarships and other needs.

Any faculty member who interprets the plan for the University Center as merely, or even primarily the aggrandizement of the football stadium is misinformed. The University Center promises to be a significant opportunity to free-up valuable space for academic units on the central campus and to improve delivery of student services through the creation of a one-step location for admission, registration, financial aid, and cashier needs.

Please note that the initial approval of, and plans for, the University Center were the product of an 18-person university-wide committee which had ample faculty representation. Note further that FSU has met every Department of Education and Board of Regents requirement after going through a thorough planning process. Note, finally, that not one dime of state money will be spent for anything but educational purposes in this project.

The severe and enduring problem at FSU is our shortage of space. Physically we are the smallest campus in the State University System. The University of Florida has our total acreage--347 acres--for parking alone. In addition to the fact that three academic divisions will be housed in the Center 140,000 square feet of space will be reassigned to academic units, areas now used for administrative functions will become free.

The Center also can serve as a catalyst for a capital funds campaign. The University of Miami is raising \$400 million; the University of Florida, \$200 million; the University of South Florida, \$125 million. Not to engage in a serious capital funds campaign for alumni scholarships and other projects is to relegate our University to second-tier status in the State of Florida.

The leaders of the Senate are of one mind in recommending faculty support of the University Center and for a major capital funds campaign. We are confident that, once faculty members become fully informed about the project, they will support it.

Another matter of general faculty concern is this university's commitment to take seriously both involvement in intercollegiate sport and the maintenance of genuine academic standards for student athletes. We are interested in Division I level championships, but not at the price of making FSU a football factory or a non-academic farm team for major league baseball.

If I am accurate in my interpretation of NCAA graduation rate reports covering a two-year period, Florida State had a higher graduation rate for its recruited athletes and for its football players than any university in either the Southeast or Metro conferences. If this is indeed accurate the fact should remind us that continued vigilance is the price for the maintenance of both academic integrity and participation in big-time intercollegiate sport. We might note that the bill before Congress which would require every college and university to disclose the graduation rate of scholarship recipients was something Florida State did in 1984.

Neither the Athletic Department nor our student athletes are served by faculty members who are "uncritical cheerleaders" on the one hand, or "cultured despisers" on the other. The responsible stance is one of managing the tension between academic and athletic pursuits in a cooperative but critical mode.

At our opening Senate meeting of the 1988 academic year two concerns were raised during the period allotted for "University Welfare" discussion: the level of service in the University Bookstore and parking problems. Mr. Anse Cates, the new manager of the University Bookstore, has performed with awesome effectiveness. From last fall's debacle to this year's comparatively smooth and efficient operation constitutes a 180-degree turnaround. Mr. Cates deserves our support and cooperation and the full support of Business Services Director Barbara Johnson and Vice President Hodge.

The parking problem, both chronic and wearing, is not as malleable to a take-charge, can-do attitude. But that does not justify simplistic and condescending responses from those who shape and administer parking policy. For an example of the simplistic, how about the proposition "if everyone arrives by 8:00 a.m. there will be no parking problem." Or, from one who has a guaranteed 24-hour reserved space at the building where he works, "what you have to understand, Leo, is that when faculty say that they can't find a parking place they mean they can't find a place in front of their offices. They don't want to walk a hundred yards to their buildings."

Real answers are, of course, just that, answers: that is, multifaceted in nature. More streets on the central campus probably ought to be closed to through traffic. Parking facilities, garages, or decks, should be constructed by the university for those who are willing to pay for dependable

reserved parking. The parking garage at the University Center which will provide 3,000 parking positions should be constructed as early in the process as feasible. We also promise to persevere in seeking some answer to the Woodward Avenue safety problem.

II

Moving to concerns which are more specifically in the Senate's arena, let me review both some recently finished and some unfinished business. Under finished/unfinished business, the Steering Committee had a significant hand in putting together the President's Task Force on Student Life which, under the chairmanship of Senator Mabe, developed a statement on values and which presented recommendations on various aspects of student development at Florida State. The work of our task force easily was the most impressive of any of the committees in the State University System which were created to address the BOR mandate to deal with value issues.

We are now finishing work on the text of the University Constitution which will be presented for your at the October meeting. Senator Fred Kreimer has performed a great service, moving us closer to a perfect text than we have ever been before. When this version is promulgated we will have an up-to-date constitution placed in the Florida Administrative Code. Parliamentarian Gregg Phifer has also provided expert consultation on constitutional revision matters. John Fenstermaker, Chairman of English offered suggestions regarding style. Dean Edwards, curator of University Constitutions archaic and contemporary, was there for consultation and advice. Gerald Jaski, General University Counsel, and Linda Schmidt, Associate University Counsel, also have been quite helpful. We need to thank, Cynthia Jackson, Executive Secretary in the General Counsel's office for her work on the final text. For much research and editorial work, finally, we are grateful to the Secretary of the Faculty Senate, Janis Sass

We hope to present in either the October or November meetings a statement on faculty misconduct which will meet the requirements of the National Science Foundation and the Public Health Service of the Department of Health and Human Services. Professor Penny Gilmer of the Chemistry Department has worked quite diligently on this project as has Patty Draper,

Legal Counsel in the Research and Graduate Studies Office. Again University attorneys Jaski and Schmidt provided much assistance. Steering Committee members Marilyn Young and Alan Mabe have been working on final drafts.

Two new Senate Committee, Library and Computing and Information Resources, are now organized, and involved in the formulation of policy in these important areas.

III

Last year we designated graduate education as a major focus of Senate attention; it remains an area of major concern. We now apparently are operating with a more realistic policy regarding the reclassification of students to Florida residency for tuition purposes.

We trust that departments and programs are keeping a record of and reporting the GRE scores of those admitted to their graduate programs. Data processing and interpretation of GRE scores is important.

I hope most of us take what, in my view, is the realistic position regarding the GRE as a predictor of graduate performance. Rejecting the position of those who argue that the GRE doesn't mean much if anything, on the one hand, and those who maintain the GRE means almost everything, on the other, are those of us who allow that the GRE means something. It is one relevant predictor of performance in most, but not all, areas of study. A GRE score, furthermore, is a requirement for every graduate student admitted to study in a unit of the State University System.

If indeed we are experiencing a decline in the quality of graduate students at FSU, the primary reason is economic. We are not competitive in what we offer as stipends. The University of Florida, for instance, averages 22% more in stipends to graduate students than we do. We must provide a higher level of funding for University fellowships and graduate student stipends if we are to recruit the better students.

Undergraduate education is the primary concern of legislators, parents, probably the public at large, and it should be a continuing concern for each of us. While we rejoice in increased enrollment we must have an eye to quality control if we are to maintain our reputation for providing the best undergraduate education in the state system. The situation is fragile and we could see quality instruction eroding because of

our preoccupation with quantity. I speak from the trenches--the over-enrolled Gordon-Rule liberal studies trenches--when warning that we can't take continued excellence in undergraduate instruction for granted in the face of continuing growth.

In a breezy discussion of multi-cultural courses which appeared in yesterday's *Tallahassee Democrat*, the reporter wrote as an apparent afterthought that "the faculty senate is also expected deal with the issue this year." Indeed.

As we decide about a multi-cultural component in our basic studies curriculum, the Steering Committee hopes that we will get beyond the superficial and obvious to a broad and deep discussion of the full meaning of multi-cultural education in 1989. Let's be deliberative and eschew an incremental approach. Specifically let's discuss and debate this fall, being certain that the long view is taken. Then let's have proposals in, say, January which go beyond quick-fix accommodations to Black Studies and Women's Studies. A multi-cultural component in our basic studies curriculum must include a concern for black studies and women's studies: a multi-cultural component in our basic studies curriculum must not be exclusively concerned with black studies and women's studies. This is no plea to dodge the issues; on the contrary it is a plea to engage this important issue deeply and broadly, providing a revision which will serve us throughout the 90s.

Finally, a major concern of the Senate this year will focus on the work of a task force for the evaluation of University committees. Senator Tim Matherly will chair a committee which will appraise the committee structure of the University with regard to effectiveness, redundancy, composition and reporting relationships. The task force will provide President Sliger and the Faculty Senate with an evaluation of current committee operations and recommendations for enhanced effectiveness of the University committee structure. Such an appraisal is particularly timely as we continue to work on the implementation of the MGT organizational and management study.

If this task force to review the University's committee structure strikes you as a pedestrian project initiated by the Faculty Senate, take another look. One of the marks of a quality university is quality committee work; By their committees, you will know them. Those who have no time for, who disdain committee assignments, even if they are

distinguished professors, are idiots in the classical meaning of the term: *idiotes*, one who is entirely of private station, inattentive to the needs of the public domain.

Florida State is the envy of every knowledgeable faculty activist on the other campuses of the SUS precisely because of our tradition of faculty governance. We have the tradition, embodied in our Constitution and we have the cooperation of President Sliger, Provost Turnbull, and Dean of the Faculties Steve Edwards, Turnbull and Edwards being former members of the Senate Steering Committee. Our administration, then, affirms the principle and implements a procedure for faculty participation in governance. The other crucial component is our attentiveness to, and participation in, the governance of our university.

I think this annual address by the Faculty Senate President serves in large measure to remind all of us why we are here. Why should we look up from our classrooms and laboratories, from the libraries and research sites to tend to committee work and to share in decision making? We are here because this is an important part of our academic vocation, too important to leave to BOR staff who have never been in the classroom or directed a dissertation, or recruited a student; too important to leave to support personnel who sometimes forget what the mission is they are supporting; too important to leave to managers who are disengaged from teaching and learning, who haven't been excited by an idea or discovery in years; too important to leave to burned-out colleagues who haven't got much else to do. A good university is a great place in which to work. This is a good university. Let's go to work."

VII. Reports of Standing Committees

a. Memorials and Courtesies, J. White

Following is a financial report of the Committee on Memorials and Courtesies covering the period from September 1, 1988 through August 31, 1989.

DATE	DEPOSITS	INTEREST	DEBITS	BALANCE
September 1	-0-	-0-	-0-	\$205.15
September	-0-	\$3.26	-0-	208.41
October	\$468.00	-0-	-0-	676.41
December	165.00	8.12	-0-	849.53
January	100.00	-0-	-0-	949.33
March	5.00	11.13	371.53	594.13
June	-0-	6.42	315.53	285.02
August 31	-0-	-0-	-0-	-0-
TOTALS:	\$738.00	\$28.93	\$687.06	\$285.02

Because of interest earned in the account (Barnett Bank of Tallahassee Account No. 626001959), the Committee applied for and received from the Internal Revenue Service Employer Identification Number 59-2934305 for Income Tax Reporting.

VIII. Unfinished Business

There were no items of unfinished business for today's meeting.

IX. New Business

There were no items of new business for today's meeting.

X. University Welfare

Senator John Simmons presented the following concern:

"Issue of Discretionary Salary Increases" 1) Let the record show that this is the first time in the many years I have been on this faculty that I have every spoken to this issue. 2) We all know that this year, any salary increases other than across-the-board ones were labelled "discretionary", 3) We also know that decisions made by administrators on those increases are not grievable, 4) Thus my questions are: [1] when those decisions are considered to be unfair to a given faculty member, what recourse does he or she have? [2] What criteria,

if any, govern such decisions? When and where are they published? [3] Is there any accountability of decision makers at departmental or college levels? If so, what form does it take? [4] Does the central administration bear any oversight responsibility for decision by deans and department heads on salary increases? Please explain.

Senator Hagopian stated that as chairman of the Parking Services Advisory Committee a member of the Steering Committee is a member of this committee. That representative had not attended any of the meetings last year. If the Steering Committee would come to the meetings, some of the questions and concerns of the Steering Committee would be answered. President Sandon apologized to the Parking Services Committee for the fact that there was no representative from the Steering Committee who attended Parking Services Committee meetings in the 1988-89 academic year. Senator Hagopian stated that if it was impossible for a representative of the Steering Committee to attend the Parking Services meetings, he would be glad to attend Steering Committee meetings to discuss any issues dealing with parking.

Senator Braendlin suggested that the Senate invite Faculty Luncheon Series speakers Jean Bryant, Sydney Grant, William Jones, and Anthony Paredes who recently discussed the issue of multicultural topics at the Presbyterian University Center.

XI. Announcements of Deans and other administrative officers

- a. Overview of Budget for 1989-90, Provost Turnbull

Provost Turnbull's report is attached as addendum 1.

XII. Adjournment

The meeting adjourned at 5:15 p.m.



Janis D. Sass

Secretary to the Faculty

Report to the Senate
Overview of the FSU Budget 1989-90
 Provost Gus Turnbull
 September 13, 1989

Let me speak first to enrollment, then I will review the instruction and research budget and end with the libraries.

Enrollment

This afternoon I am continuing with the tradition of never using the same enrollment numbers twice--these are the latest figures but differ somewhat from what I used with the Alumni Board on Saturday and what the President used at the General Faculty meeting yesterday. While the numbers differ slightly, the major point is the same: FSU continues to grow under higher demand pressure than any other Florida university.

Headcount 28,277		and FTE 22,685	
Lower Division	8,473	Lower Division	8,111
Upper Division	13,203	Upper Division	10,719
Unclassified	1,492	Beginning Graduate	3,351
Beginning Graduate	3,511	Thesis/Dissertation	317
Advanced Graduate	1,748		

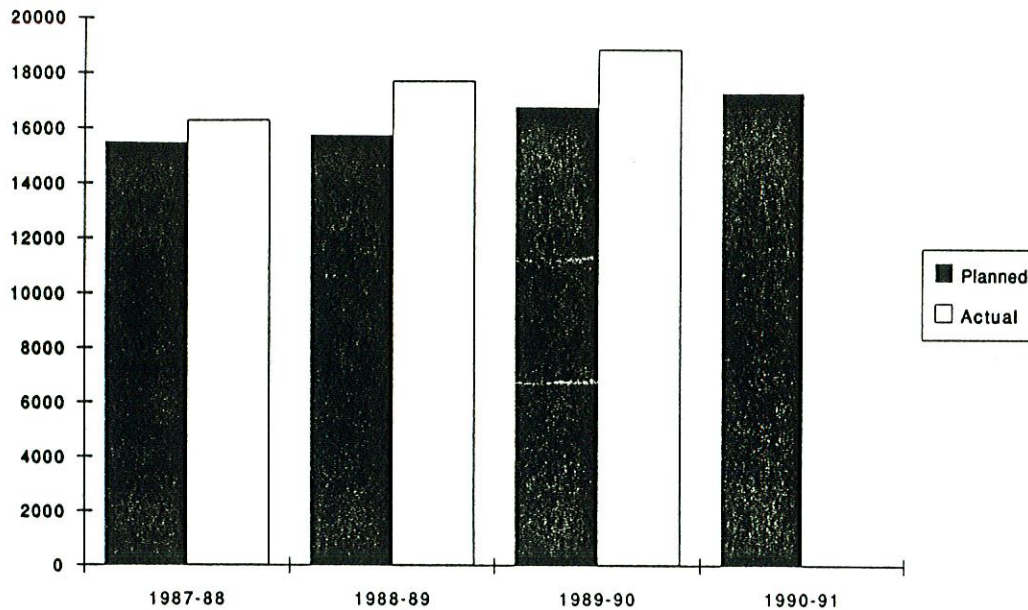
Headcount is, of course, the number that is most visible--the actual students that we admit, advise, and teach. We have some control over the number we admit as first-time-in-college (FTIC) and lower division transfers--about 8,500 of the 28,000 enrolled this semester--but the actual show rate of those admitted is the significant factor, and we have very little control over it. If we guess wrong, we over-enroll the freshman class as we did in 1987 and 1988. It appears that in 1989 we are closer to our target with a ten percent **decrease** in freshmen. I would also like to point out that in four years we have reduced our acceptance ratio from 75 % to 53 % and have advanced the deadline for applications from August to February. We have also stopped admitting lower division transfers who do not meet our freshman admission standards.

At the upper division level we have no control except for degree programs that have gone through the Department of Education's stringent process of declaring limited access. Except in those programs any AA degree holder who has passed the CLAST test can be admitted and of course, our native lower division students can move up. We estimate a 17 percent increase at the upper division level this fall. It is this pressure--from transfers and our own native students from the over-large freshman classes of 1987 and 1988--that is now causing severe demands on upper division courses.

At the beginning graduate level we have better actual control but economic factors weigh heavily--issues like stipend levels and graduate waivers can significantly affect who will actually come to FSU. Some of the better news this Fall is that we have held our own and even improved enrollment at the graduate level despite the funding problems we faced.

The **full-time-equivalent student** is what the Legislature actually expects us to control and these numbers by level determine university budgets. As you know from sad, past experience, when we fall more than five percent below the planned FTE at a given level, our budget for that year is immediately reduced.

FSU FULL TIME EQUIVALENT ENROLLMENT



Because of the high demand for admission to FSU, the BOR and the Legislature in the past two years have granted us increases in **planned enrollment** and these increases have been directly reflected in our budget.

One of the major policy and strategic issues now facing Florida State is how best to balance enrollment growth and increased resources to continue improvement of program quality.

We learned in the 1970s that stable enrollment means that all new funds go to institutions which are growing at a faster rate. We are still struggling to recover from a decade in which FSU did not receive funding to cover inflation and other real costs-to-continue.

In my judgment we must continue to grow in planned enrollment but also make sure that we stay as close to that funded target as possible to reduce the inevitable strain on our resources when we have large numbers of unfunded students. Dr. Sliger's differential tuition plan would also give us a mechanism for handling the needs of the actual students we have on campus.

Now let's turn to the **Instruction and Research Budget** for this year. I will briefly review each of the categories listed.

FACULTY POSITIONS

We received 63 new positions and another 8 were available from reallocations or reserves. Twenty-eight were allocated to deans and directors in accord with the strategic plan; twenty-three are in various reserves (more about those in a minute), nine are dedicated to Panama City for OPS conversion (an increase of 2); four have been added to the summer, four converted to OPS and three put in the central lapse pool.

SUPPORT POSITIONS

We received 22 new positions and another 3.5 were available from reallocations or reserves. Eighteen have been allocated in accord with the strategic plan and 7.5 are still in reserve. In many of the cases, the positions were substituted for those previously-funded by OPS, and the OPS was recovered for reallocation.

CONVERSIONS AND RESERVES

At this stage we have a number of dollars still in reserves; and we have had to convert salary lines into other budget categories. I'll first show where the dollars have come from and then look at allocations by budget category.

\$550,000 and 11 positions are in a **corridor funding reserve** to protect against an anticipated shortfall in enrollment at the graduate level. It appears that we have avoided that problem, and these dollars can be used plus the **rate** on the positions allocated for Fall 1990 recruitment can be used to cover additional Spring Term 1990 classes and **graduate student OPS** needs.

\$96,775 in salary rate is being converted to Expense and \$341,236 is being converted to OPS.

We are expanding the OPS available to support teaching overloads at the Panama City Campus by \$90,800 from 2 positions.

As noted earlier the central lapse pool and the summer term have been enhanced by \$200,000 from 7.5 positions. The first is required by the deliberate underfunding of positions by the state and the second is a modest attempt to reflect the increased cost of summer programs as salaries rise.

We are also considering seriously an increase in the FTIC (freshman) class from about 2800 to 3000 students and have 7.5 positions in reserve to support that increase.

OPS Allocation

As you know, under the current SUS budget process, much of the OPS used has to be converted from the salary rate in faculty lines. Each of your departments or colleges holds lines vacant for that purpose as do I at the central level. This chart shows that of \$700,000 in OPS which was allocated, \$341,000 had to be converted from faculty lines.

These OPS dollars provided a 4 percent average increase for all graduate student assistants including those funded by conversions.

EXPENSE ALLOCATIONS

Our net increase in expense dollars was \$158,000 [The legislature deducted almost \$600,000 in expense from our base budget in order to promote "productivity increases".] As the chart shows, we reallocated over \$222,000 and converted \$96,000 to build a pool of \$478,000 which was allocated to academic units.

This allowed for a 3.5 percent BASE increase for all academic units and continued our policy of covering the telephone rate increases.

EQUIPMENT (OCO and STOCO)

This category is perhaps the best funded this year. We had objected to the initial BOR allocations and as a result received an additional million dollars for a total of \$4.4 million in OCO and STOCO. The initial allocation was \$2.7 million and we have \$1.6 in reserve for additional allocation this year.

I should stress that there is no "normal" equipment allocation. At the front-end the Legislature reserves the right to adjust its appropriation each year from a zero-base, and at the other end, deans and other administrators must make a specific justification for their equipment needs each year in the SPB process.

This year in the initial allocation we responded to those SPB requests and provided an unrestricted allocation calculated as shown. [The lesser of \$500 per faculty member, or, \$10,000, or the previous year's base, unrestricted OCO allocation.]

CARRY-FORWARD

The Legislature has continued our authority to retain unexpended funds at the end of the fiscal year and to expend them for designated purposes. We are currently requesting BOR approval to use these funds for a fiber optic voice and data network, deferred maintenance and scientific equipment.

GRADUATE FEE WAIVERS

Because of the many actions taken in response to the graduate fee waiver problem, we have not had the disaster that could have occurred, but nonetheless, we have had to find an additional \$214,000 at the University level to cover the waiver shortfall, and, of course, many departments have had to make similar adjustments. We hope to use some of the reserve dollars discussed earlier to help departments with Spring and Summer commitments.

LIBRARIES

Moving to the library portion of the budget, I am pleased to report that we have had a very good budget year for both staffing and acquisitions.

Library Positions

Of 31 new positions, 26 have been allocated to Strozier for the university libraries, three are in reserve and two have been put in the lapse pool. This is the first major increase in library staffing in over two decades and I am convinced it reflects the confidence state leaders have in our library director, Charles Miller. I

Library Acquisitions

The regular library acquisition budget was increased by \$141,000 and 15 percent of this went to the law school, the remainder to Strozier for the university libraries.

In addition, we received a one-time book allocation of \$1.7 million; ten percent has been allocated to Law, \$10,000 to the Panama City Campus and the balance to Strozier.

Mr. President, that concludes my report.