



FLORIDA STATE UNIVERSITY
FACULTY SENATE

MINUTES
FACULTY SENATE MEETING
WEDNESDAY, JANUARY 16, 2019
DODD HALL AUDITORIUM
3:35 P.M.

I. Regular Session

The regular session of the 2018-19 Faculty Senate was held on Wednesday, January 16, 2019. Faculty Senate President Todd Adams presided.

The following members attended the Senate meeting:

T. Adams, S. Aggarwal, E. Alvarez, P. Andrei, J. Ang, A. Askew, C. Baade, A. Barbu, D. Bish, B. Birmingham, M. Buchler, G. Chen, E. Chicken, Jessica Clark, Jeffrey Clark, R. Coleman, M. Cui, J. Drake, S. Ehrlich, J. Elsner, J. Fiorito, M. Gerend, M. Gertz, R. Goodman, T. Graban, K. Harper, E. Hilinski, C. Hofacker, B. Horack, A. Huber, E. Jakubowski, K. Jones, C. Kelley, A. Kercheval, E. Kim, B. Landing, E. Lemmon, S. Lewis, J. Lile, J. Lo, C. Madsen, C. Marzen, C. McClive, U. Meyer-Baese, C. Moore, D. Moore, J. Ohlin, G. Okten, E. Peters, K. Petersen, L. Reina, V. Richard Auzenne, N. Rogers, D. Rokyta, E. Ryan, K. Salata, P. Sanyal, S. Shelton, T. Soldat-Jaffe, J. Standley, N. Stein, L. Stepina, G. Tyson, H. Xue, X. Yang.

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

T. Albrecht-Schmitt, B. Arjmandi, A. Barrett, A. Bathke (**Gregory Gerard**), I. Chiorescu, A. Clarke, E. Coleman, D. Compton, M. Dahl, A. Darabi, P. Doan, J. Gabriel, M. Gawlik, L. Hinnant (**Chris Hinnant**), D. Kerr, E. Klay, T. Lee, H. Li, L. Lyons, R. Morris, R. Nowakowski, K. Pruett, J. Rayburn, L. Reglero, L. Rinaman, G. Rust, V. Salters, L. Schelbe, D. Slice, L. Spainhour, O. Steinbeck, U. Sypher, G. Tenenbaum, T. Van Lith, A. Vanli, Y. Wang, T. Zuehlke.

II. Approval of the Minutes, December 5, 2018 meeting

The minutes of the December 5, 2018 meeting were approved as distributed.

III. Approval of the agenda, January 16, 2019 meeting

The agenda was amended to have a special order presented after the report of the Steering Committee. The agenda was approved as amended.

IV. Report of the Steering Committee, Dr. Kristine Harper

- The Faculty Senate Steering Committee met three times since the last Faculty Senate meeting.
- In the last committee meeting of 2018, the committee met with Robbie Fusilier from the Office of Distance Learning who briefed them on the problems encountered on Canvas late in the fall semester. Steps have been taken to ensure that it does not happen again and that

information and updates on similar catastrophic failures are transmitted quickly to faculty in the future.

- The committee's first two meetings of this semester have been focused on proposed changes to the Constitution, which are on today's agenda.
- Last Friday, President Adams and Dr. Harper attended the Advisory Council of Faculty Senates meeting, held in Tallahassee at the Department of Education. SUS Chancellor Marshall Criser and other SUS officials briefed them on budgets and other matters of concern to the university community. High on the list of current concerns are:
 - Drugs/alcohol/mental health issues on campuses and best practices for meeting student needs. FSU's resiliency project was mentioned in that discussion.
 - Transfer credits and graduation rates for those students transferring into SUS with AA degrees.
 - Math curriculum in K-12 and how students are arriving with insufficient math preparation or with gaps in their math education from taking "breaks" in math classes and then forgetting what they learned or didn't learn so well to being with.
 - Teaching and learning metrics.
- In addition, University Libraries Dean Gale Etschmaier has provided an update on FSU's withdrawal from the Elsevier contract. The statement reads:

"As of December 31, 2018, Florida State University Libraries terminated our participation in Florida's statewide license agreement, in which we had access to 1,800 Elsevier titles, both subscribed and leased. The Libraries' team is continuing to develop and enhance an expedited article solution for those Elsevier titles we no longer subscribe to. In December, our team held a conference call with the vendor who is providing this expedited service and, in that call, learned that the vendor changed their definition of "instantaneous" delivery and has guaranteed a turnaround time of 2 hours for article requests. This was a change from the earlier discussions and we are exploring options for the fastest delivery times for articles requested by faculty and graduate students for Elsevier titles. Throughout 2019, the library will closely monitor the new service and make necessary adjustments as needed. As of January 15, 2019, FSU continues to have access to all Elsevier titles that we had in 2018. We have a grace period while our 2019 contract is being finalized for new and renewed subscriptions. We anticipate that the 2018 level of access will be turned off in another week or two."

If you have concerns or questions, please see Dr. Harper after the meeting, or contact Dean Etschmaier or Roy Ziegler at the library.

- **Katherine Jones, Biology** – Sought clarification regarding the termination of Elsevier. Dr. Harper responded that FSU has already terminated the agreement. There are some delays with the Elsevier system as the termination happened during the winter holidays.
- **Petru Andrei, Engineering** – Sought clarification for open access files. Dr. Harper responded that she does not have information on that at this moment.

V. Special Order: Fred L. Standley Award, Provost McRorie

- The Fred L. Standley Distinguished Service Professor Award recognizes long-term members of the Faculty Senate who have given extraordinary service to the Senate and the University. The first recipient, Fred Standley, exemplified the university's teaching, research, and service by dedicating himself to shared governance through the Faculty Senate. The award is

traditionally given to the recipient upon retirement at the last Faculty Senate meeting of attendance.

- The Fred L. Standley Distinguished Service Professor Award was given to Valliere Richard Auzenne. This Senator has served on the Senate for over 20 years, was Senate President for three terms, was the first Senate President to serve on the FSU Board of Trustees, and served on the majority of Senate committees that require a representative from each college/school. This Senator has chaired the Torch committee, served on the university's Promotion and Tenure and Grievance committees, and on the Council of Research and Creativity.

VI. Reports of Standing Committees

There were no reports made by standing committees.

VII. Old Business

- **Constitution Revision Subcommittee, Dr. Joe Calhoun, Chair**
(See Addendums 1, 2, & 3)
 - A revised Constitution of Florida State University, including a separate document of proposed changes and rationale for those changes, was given to senators at the December 5, 2018 Faculty Senate meeting.
 - **The Faculty Senate moved to informal discussion.**
 - After informal discussion of proposed constitution revision changes, **the Faculty Senate moved into formal session.**
 - **Tarez Graban, Arts & Sciences** – Thanked the committee for their hard work. Commented on striking sentences out of the Constitution that refer to specific units. Specifically, the sentence from *Article IV Faculty Senate, Section A. Membership, 1. Elected Faculty Members* regarding Motion Pictures Arts being entitled to representation. This Senator would like to generalize the statement to apply to all academic units.
 - **Valliere Richard Auzenne, Motion Picture Arts** – Supported the sentence regarding Motion Picture Arts to remain to ensure college representation.
 - **Adrian Barbu, Arts & Sciences – Motion to vote on the Constitution as presented.** The motion was seconded. Discussion about the motion followed.
 - **Gary Tyson, Arts & Sciences** – Objected to the vote. Commented about the importance of faculty input on the Constitution and that the Constitution Revision Subcommittee expected the need for discussion and further input from faculty.
 - **Jayne Standley, Music** – Objected to the vote. Commented on the need for amendments.
 - **Michael Buchler, Music** – Objected to the vote. Agreed with Jayne Standley on the need for amendments. Commented on the possibility of delaying the vote.
 - **Joe Calhoun** – Reminded the Senate of the process for the approval of the Constitution revision. The Senate votes on the Constitution, it moves to the general faculty, then President Thrasher, then the Board of Trustees. The committee would like to have this process completed by the end of this spring term before the Senate moves to the new 2019-2020 year with new senators.
 - **The motion to vote on the Constitution as presented was defeated.** Discussion continued.

- **Bridget Birmingham, University Libraries – Motion to postpone the vote to February.**
- **Unknown** – Agreed with Bridget Birmingham’s motion. Expressed interest in specifying the problematic areas of the Constitution to focus on addressing these issues to avoid having a problem at the February meeting. Suggested generalizing the statement about Motion Picture Arts to apply to all academic units.
- **Gary Tyson, Arts & Sciences** – Commented about the generalization of faculty representation. Specified that if academic representation changes dramatically for an academic unit, the unit should come back to the Senate to make a change. Tenure-track faculty and specialized faculty differ in the ease with which the university can hire them. It is easy to hire specialized faculty. This can potentially cause a problem. This senator supported 17 being the number of seats created for specialized faculty. Commented that the Senate should discuss if 17 is the number of specialized faculty seats that should be created. In response to a question about the generalization of the Motion Picture Arts statement aforementioned, colleges should approach the Senate and ask for a representative if they no longer have a tenured faculty member rather than generalizing the statement to include all academic units.
- **Michael Buchler, Music** – Inquired about the motion to postpone and limitations that would be placed on editing the presented Constitution.
- **Parliamentarian** – Postponing leads to a specific time for the issue to be addressed. If it is tabled, it is possible that the issue will not be addressed again. The language of the document presented is not obligated to remain the same.
- **Joe Calhoun** – If new language were presented to the Constitution Subcommittee, two months would be added before it could be addressed and voted on. The committee does not want the Senate to vote on something before being able to read and discuss the changes. However, if the changes were offered as an amendment to the currently proposed Constitution, the vote could take place at the postponed meeting.
- **The motion to postpone the vote of the Constitution to the February Faculty Senate meeting passed.**

VIII. New Business

There were no new items of business.

IX. University Welfare

a. United Faculty of Florida, Florida State University Chapter, Matthew Lata

- There is no bargaining yet. The first bargaining session will be March 1, 2019.
- The legislation that affects the university is that the gun bill has been reintroduced in the House. The bill has not been sent to committee yet nor is a companion bill in the Senate. Updates will be given as the bill proceeds.

X. Announcements by Deans and other Administrative Officers

No announcements were given by Deans or other Administrative Officers.

XI. Announcements by Provost McRorie

No announcements were given by Provost McRorie.

XII. Announcements by President Thrasher

No announcements were given by President Thrasher.

The meeting adjourned at 5:00 p.m.



Andrea White
Faculty Senate Coordinator

Constitution Revision, if Phase III proposals accepted as of December 5, 2018

**THE CONSTITUTION OF
FLORIDA STATE UNIVERSITY**

(Revised and amended to xxxx, 2018)

The legal authority of Florida State University is vested in the Florida State University Board of Trustees, the State University System Board of Governors, and the State Board of Education. Except as preempted by higher authority, such as collective bargaining agreements or statutes, the following provisions govern the University.

Article I Administrative Officers

Section A. President of the University

The President, who is confirmed by the Board of Governors, is the chief executive officer of the University and shall exercise general supervision over all its activities.

Section B. Other Administrative Officers

There shall be such other administrative officers as the President may designate. They shall have such duties as the President may assign to them. In the case of absence, incapacitating illness, or death of the President, the Provost and Executive Vice President for Academic Affairs shall assume all the authority and responsibility of the President until formal provisions are made by the Board of Trustees and, if required, the Board of Governors. In the absence of both the President and the Provost and Executive Vice President for Academic Affairs, the Vice President for Faculty Development and Advancement shall have all the authority and responsibility until formal provisions are made by the Board of Trustees and, if required, the Board of Governors.

Article II Councils and Committees

The President shall establish such councils and committees as deemed necessary and shall specify their duties and responsibilities.

Article III The General and Specialized Faculty

Section A. Membership

The General Faculty shall consist of those persons who are appointed by the University with the academic rank of Assistant Professor, Associate Professor, Professor, or Eminent Scholar in one of the colleges, schools, or other academic units of the University, and of those members of the Professional Staff to whom the President assigns an academic rank.

The Specialized Faculty shall consist of those persons who are appointed by the University within the track of Teaching, Instructional Support, Research, Research Support, Library or Information Specialties, or Curator Specialties in one of the colleges, schools, or other academic units of the University.

Section B. Jurisdiction

The General and Specialized Faculty shall

1. receive reports and announcements from officers of the University and from the Faculty Senate, and
2. formulate its opinion regarding any subject of interest to the University and make recommendations thereon to the appropriate body or officer for final consideration.

Section C. Meetings

The General and Specialized Faculty shall meet

1. in regular session in the fall of each academic year to receive the annual report of the President, and
2. in special session called either by the President, or on resolution of the Faculty Senate, or on written request from at least ten percent of the members of the General Faculty.

Article IV Faculty Senate

Section A. Membership

1. Elected faculty members

Only full-time, General and Specialized Faculty appointed by the University shall be eligible for nomination and election to the Faculty Senate. Nomination and election procedures shall be the exclusive purview of the academic units. Eligible faculty members who have duties in more than one college or school shall be counted in that college or school in which the major portion of their salary is budgeted or time is assigned.

For the General Faculty: Each college or school shall be entitled to representation in the Faculty Senate according to the following formula:

$$\frac{\text{number of representatives}}{100} = \frac{\text{number of eligible faculty members in college or school}}{\text{total number of eligible faculty members in the university}}$$

Each college or school shall be entitled to at least one General Faculty representative.

The FSU Libraries shall be entitled to one elected representative.

For the Specialized Faculty:

There shall be a maximum of 17 representatives of the Specialized Faculty according to the following tenets.

Academic units that currently have representation in the Faculty Senate will gain senators representing Specialized Faculty in a number that is proportional to the unit's General Faculty representation in the Faculty Senate (rounded up or down to whole numbers); not all academic units that currently have representation in the Faculty Senate will gain additional senators.

The FSU Panama City campus shall be entitled to one elected representative. The College of Motion Picture Arts shall be entitled to at least one elected representative, who may be either a tenured, tenure-earning, or Specialized faculty member. If the MPA representative is a member of the Specialized Faculty, that representative shall not count as one of the 17 Specialized Faculty representatives.

Except for the FSU Panama City campus and University Libraries, Specialized Faculty who are not housed within one of the colleges and schools shall not be eligible for election to the Faculty Senate.

Specialized Faculty members elected to the Faculty Senate are not eligible to serve as President of the Faculty Senate.

- a. Prior to February 1 of each year, the Vice President for Faculty Development and Advancement shall submit to the Faculty Senate Coordinator a list of the eligible faculty members in each college or school. The Faculty Senate Coordinator shall on February 15 of each year determine the total number of representatives apportioned to each college or school and the number to be elected that year and shall notify the appropriate dean.
- b. Each unit shall elect its representatives for two-year terms, in accordance with a procedure that its eligible faculty members shall determine. Terms shall begin with the regular April meeting of the Senate of the election year.
- c. Each unit may elect, according to a procedure that its eligible faculty members shall determine, an alternate representative or representatives to serve whenever illness, professional travel, or other obligations make it impossible for the designated Senator or Senators to be present. A faculty member thus representing a unit shall have the full privileges of Senate membership.

2. The Faculty Senate shall elect its presiding officer from its General Faculty membership to serve for a one-year term. The presiding officer shall be designated President of the Senate and shall serve as the chair of the Steering Committee. In case the person elected President of the Senate is already a member of the Steering Committee, the Senate shall elect a Senator to fill the unexpired term on that committee.
3. The following shall be ex-officio members of the Senate: the President of the University, the Vice Presidents, the Dean of The Graduate School, the Dean of Undergraduate Studies, the dean of each college or school, the University Registrar, the Dean of University Libraries, and the President of the Student Body. Ex-officio members shall have the privilege of the floor but shall not be eligible to vote.

Section B. Jurisdiction

The Faculty Senate shall be the basic legislative body of the University and shall establish its own Bylaws and procedures.

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.
3. As the elected body of the General and Specialized Faculty, the Senate may also formulate its opinion regarding any subject of interest to the University, and adopt resolutions thereon. Resolutions treating those areas of authority legally reserved to the President of the University and the Board of Trustees will be advisory.
4. The President of the University shall have the power to veto any action of the Senate. The veto, with reasons therefore, shall be communicated in writing to the Faculty Senate Coordinator and Chair of the Steering Committee within sixty days. By a two-thirds vote, the Senate may appeal to the Board of Trustees any action so vetoed.
5. Upon the resignation, retirement, or death of the University President and upon a request by the Board of Trustees, the Faculty Senate shall designate individuals to be available for membership on any committee requested by the Board of Trustees for the purpose of consultation in the selection of a nominee for President.

Section C. Standing and Special Committees

1. There shall be a Steering Committee consisting of seven persons from the voting membership of the Faculty Senate who shall be elected for staggered two-year terms. No more than two (2) representatives of the Specialized Faculty shall serve on the Steering Committee at any given time. The eligible Specialized Faculty (in the aggregate) shall be deemed an "academic unit" for the purpose of distributing Steering Committee membership in any given academic year among at least 5 academic units. Representatives of the Specialized Faculty are not eligible to serve as the Chair or the Vice Chair of the Steering Committee. In consultation with the President of the University, the Steering Committee shall determine the agenda for each Faculty Senate meeting. It shall provide for reports to the Faculty Senate by administrative officers, by chairs of standing and special committees, and by individuals.
2. The Faculty Senate may establish standing and special committees necessary for its work.
3. Any report issued in the name of the Faculty Senate must be approved by a vote of the Faculty Senate. If disclosed under legal mandate, the disclosure must specify that the information has not been approved or rejected by the Faculty Senate and thus should not be considered a product, policy or position of the Faculty Senate.
4. After dissolution of a constitutional review committee, not more than ten years shall pass until the Faculty Senate Steering Committee shall convene a committee to review the constitution.

Section D. Meetings

1. The Faculty Senate shall meet in regular session each month during the academic year and may meet in special session during the summer.
2. Special meetings may be held at any time in accordance with rules specified in the Bylaws.
3. All regular meetings of the Faculty Senate shall be open to members of the General and Specialized Faculty and other interested parties.
4. The right to address the Faculty Senate shall be granted to any member of the General and Specialized Faculty in accordance with rules specified in the Bylaws.

Section E. Procedure

The Faculty Senate shall develop its own rules of procedure. Minutes shall be kept by the Faculty Senate Coordinator and shall be distributed to all members of the General and Specialized Faculty and to all administrative officers, and shall be posted on the Faculty Senate website.

Article V Colleges and Schools

Subject to the University-wide academic policies established by the Faculty Senate and the authority of the President of the University, the faculty of each college or school shall determine its internal policies such as specific admission requirements, requirements for majors, requirements for graduation, and the nature, content, and scheduling of its courses.

The faculty of each college or school shall keep on file with the Faculty Senate Coordinator a current set of bylaws governing its internal operations, including procedures for the election of its representatives to the Faculty Senate and for the approval of its candidates for degrees.

Article VI Faculty Members of Colleges or Schools

Section A. Appointment: General and Specialized Faculty

1. Vice Presidents, the deans of the colleges and schools, and other such administrative personnel shall be appointed by the President of the University. An advisory committee appointed by the President shall consult with the President in the process of selection of nominees for such positions.
2. Associate and assistant deans of colleges and schools shall be recommended by the appropriate dean to the Provost and Executive Vice President for Academic Affairs. The President of the University or a designee shall make these appointments.
3. Members of the General and Specialized Faculty in the colleges and schools shall be nominated by the department chair, or equivalent, approved and recommended by the dean and the Provost and Executive Vice President for Academic Affairs, and appointed by the President of the University.
4. Each original appointment shall be confirmed by the President of the University, or a designee, in a contract letter.
5. Supplementary appointments to the Graduate Faculty may be awarded to members of the General and Specialized Faculty on nomination of the department chair, or equivalent, and approval of the appropriate dean and the Dean of The Graduate School, with the advice and consent of the Graduate Policy Committee.
6. Appointments to the faculty for limited periods of time, clearly stated in writing at the time of appointment, shall be designated as specified in the State University System Classification System. These appointments shall not count toward eligibility for tenure unless otherwise stipulated.

Section B. Tenure, Nonreappointment, Termination, and Suspension

1. Tenure Process. The procedure to be followed when a faculty member becomes eligible to be considered for tenure shall be as follows:

- a. The nomination for tenure shall be initiated by an elected faculty committee of the appropriate department or academic unit; the majority of the members of this committee shall be tenured faculty. The department chair, or equivalent, shall inform the candidate in writing of the committee decision to recommend or not to recommend, together with the chair's recommendation.
- b. The department chair, or equivalent, shall transmit the committee recommendation together with the chair's recommendation to the appropriate committee of the college or school and to the dean. In addition, the department chair, or equivalent, shall convene a meeting of all tenured faculty in the department and conduct a secret ballot regarding the nomination for tenure; the department chair, or equivalent, shall transmit the opinion of the tenured members of the department or unit to the appropriate committee of the college or school and to the dean.
- c. A college or school committee of elected tenured faculty shall consider the candidate for recommendation to a University committee of elected tenured faculty and shall vote to recommend or not to recommend the candidate; the candidate shall be informed in writing of the committee's decision by the chair of the committee.
- d. A University committee on tenure, consisting of elected tenured faculty with at least one representative from each college or school, shall receive the recommendation from the college or school committee and shall consider it for recommendation to the Provost and Executive Vice President for Academic Affairs and to the President of the University. The Vice President for Faculty Development and Advancement shall serve, without voting privileges, as ex-officio chair of the University committee and shall transmit to the Provost and Executive Vice President for Academic Affairs and to the President the committee's decision to recommend or not to recommend the candidate for tenure; the Vice President for Faculty Development and Advancement shall also inform the candidate in writing of the committee's recommendation.
- e. The Provost and Executive Vice President for Academic Affairs and the President of the University shall decide to recommend or not to recommend the candidate to the Board of Trustees for tenure, and the President shall notify the faculty member immediately in writing of the final decision to recommend or not to recommend.
- f. In step "d" above, the dean of the appropriate college or school in each case shall present to the University committee the dean's decision to recommend or not to recommend the candidate; in step "d," the dean

- of the appropriate college or school shall also report this decision to the Provost and Executive Vice President for Academic Affairs and the President of the University.
- g. In steps "a," "b," and "c" above, the faculty candidate who is not recommended by a committee at any stage of the deliberations may appeal that negative decision to the next committee by so requesting in writing within a period of ten (10) working days after receiving notification of the decision; in "d," the candidate may appeal a negative decision to the Provost and Executive Vice President for Academic Affairs and the President by so requesting in writing within a period of ten (10) working days after receiving notification of the decision. Unless a faculty candidate makes an appeal of a negative decision by a committee, the candidate's folder will not be forwarded to the next committee; in formulating an appeal, the candidate may address in writing the stated rationale for the committee's decision.
 - h. In steps "b" and "c" above, a college or school may use an additional committee between the department or equivalent committee and the college or school committee if the faculty of said college or school has voted for such usage in its bylaws.
- 2. Annual Reappointment of Tenured Faculty Members. Tenured members of the faculties of colleges, schools, and other academic units shall enjoy the assurance of annual recommendations for reappointment.
 - 3. Crediting of Time Toward Tenure.
 - a. Any member of the faculties of colleges and schools holding the rank of Professor, Associate Professor or Assistant Professor shall be eligible for the status of tenured member at the end of the fifth year in a tenure-earning position, to be effective at the beginning of the sixth year as a faculty member.
 - b. Any member of the faculties of colleges and schools holding the rank of Professor, Associate Professor or Assistant Professor may be given tenure earlier provided the faculty member received credit, at time of appointment, for years spent in a tenure-earning position elsewhere and has been recommended by the tenured faculty of the relevant department/school/college, the University Promotion and Tenure Committee, and the President of the University and approved by the Board of Trustees.
 - c. Any member of the faculties of colleges and schools hired at the rank of Professor or Associate Professor may be awarded tenure at the start of the appointment provided the tenure has been

recommended by the tenured faculty of the relevant department/school/college, the University Promotion and Tenure Committee, and the President of the University and approved by the Board of Trustees.

4. A decision whether to nominate a faculty member for tenure shall normally be made during the fifth year of continuous service in a tenure-earning position, or, at the option of the employee and with the concurrence of the appropriate administrative officials, during the sixth such year in a tenure-earning position.
5. Definition of Continuous Employment. Employment for any two semesters of any twelve-month period shall be considered a year of continuous employment. For the purpose of tenure eligibility, consideration for part-time service shall normally mean employment during at least one semester of any twelve-month period. Part-time service of an employee employed at least one full semester in any twelve-month period shall be accumulated. However, not more than one year of tenure eligibility may be earned in a twelve-month period. (Time spent by a faculty member undergoing appointment or exchange within the State University System or on a special assignment for the benefit of the parent institution or for the University System shall be counted toward the fulfillment of eligibility for tenure. Time spent away from the institution for other purposes shall not be counted toward the fulfillment of eligibility for tenure, except by mutual agreement of the faculty member and the University.)
6. Restrictions on Employment of Non-tenured Faculty.
 - a. No person employed in a tenure-earning position after 1965 may remain in the service of the University as a nonpermanent member of the faculty of any college, school, or other academic unit in any rank or combination of ranks for a total of more than seven years unless tenure has been granted, except that faculty whose service began before September 1972 may count four additional years in the Instructor or Acting Assistant Professor ranks as probationary. Persons holding an administrative or service role will normally hold a courtesy rank in an academic unit and shall not be subject to the rule during such service unless the academic unit grants a regular tenure-earning appointment. When the administrative or service function is ended, the person shall receive, upon request, a tenure-earning appointment in an academic unit.
 - b. Not later than the end of the sixth year of service (or the tenth in the case of the above exceptions), the department chair, or equivalent, in consultation with the dean of the college or school, shall either nominate the faculty member for tenure or arrange to terminate service at the end

of the seventh year (or the eleventh, in the case of the above exceptions). In every case, the faculty member shall be notified in writing of this recommendation by the dean.

- c. Only time spent in the rank of Assistant Professor and above shall be construed as tenure-earning time.
 - d. Assistant Professors shall be considered ineligible for tenure or for reappointment beyond a seven-year maximum.
7. Early Tenure.
- a. The Board of Trustees may approve tenure at an earlier time if it is recommended with sufficient justification by the President of the University.
 - b. A member of the faculty must satisfy the five-year requirement to be eligible for consideration by a tenure committee at any level.
8. Termination, Nonreappointment, and Suspension.
- a. Termination and Nonreappointment of Tenured Faculty Members for Cause. Annual recommendation for reappointment of permanent members of the faculty shall be withheld only for serious cause (incompetence or misconduct) and on the basis of written and specific charges made by the dean of the college or school, the Provost and Executive Vice President for Academic Affairs, or by the President of the University. A copy of such charges shall be furnished to the faculty member concerned. In answer to such charges, the faculty member shall have, upon request, a hearing before an appropriate faculty committee. At this hearing, the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's choice.
 - b. Nonreappointment of Non-tenured Faculty. Upon the advice of a department chair, a departmental/college/school advisory committee, the dean of the respective college or school, and the Provost and Executive Vice President for Academic Affairs, the President of the University may give written notice of nonreappointment of a non-tenured faculty member. Notice of nonreappointment, or of intention not to reappoint, shall be given in writing in accordance with the following standards: (a) for faculty members in their first two years of continuous University employment, one full semester prior to the date of termination; (b) for faculty members with two or more years of continuous service, one full year prior to date of termination.
 - c. Immediate Suspension of Tenured or Non-tenured Faculty. In the case of flagrant offenses, the President of the University may suspend a

member of the faculty with pay from performance of duties. Within two days, excluding weekends and official holidays, following such suspension, the President or a designee shall cause a written notice, including a statement of reasons, to be served upon the employee.

- d. If immediate dismissal is thereby sought, a copy of written specific charges shall be furnished to the faculty member concerned. In answer to such charges, the faculty member shall have, upon request, a hearing before an appropriate faculty committee. At this hearing the faculty member shall be allowed, at the faculty member's own expense, the benefit of counsel of the faculty member's choice. After provision of notice and an opportunity for the accused faculty member to have a hearing before an appropriate faculty committee, the President may initiate immediate dismissal.
- e. If immediate dismissal is not sought, the faculty member shall have, upon request, a hearing on the suspension before an appropriate faculty committee.
- f. The hearing committee, after deliberation, shall report its findings to the President. If the hearing committee concludes that adequate cause for dismissal has not been established by the evidence in the record, the President may either accept or reject that finding. If the President rejects the report, the reasons for doing so shall be provided in writing to the hearing committee and to the faculty member. The faculty member shall be provided an opportunity to respond before further action is taken. If the hearing committee concludes that adequate cause for a dismissal has been established but that an academic penalty less than dismissal would be more appropriate, it will so recommend, with supporting reasons. If dismissal or other severe sanction is recommended, the President may take such action as appropriate.

Section C. Academic Freedom

It is the policy of the University to maintain and encourage full freedom, within the law, of inquiry, discourse, teaching, research, and publication, and to protect members of the faculty against influences, from within or without the University, that would restrict the exercise of this freedom in their areas of scholarly interest. The right to the protection of the University shall not necessarily include any right to the service of the University's legal counsel in any proceedings in which the academic freedom of the faculty member may be an issue.

The faculty member has the same freedoms and responsibilities as other citizens, including political rights and privileges, without institutional censorship or discipline. However, as a scholar, a faculty member should be

mindful that accuracy, forthrightness, and dignity befit association with the University.

Furthermore, faculty members must consider their academic duties as their primary responsibility. In no case should faculty members accept or seek appointment to civic or political office which would reduce significantly the time available for this primary responsibility without first securing written approval from the President of the University.

Faculty members who believe they do not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled on written request to a hearing before the Committee on Grievances.

Section D. Resignation

When a member of the faculty of the University desires to obtain release from their faculty position, that faculty member is expected to offer their resignation to the President of the University, or a designee, through appropriate administrative channels at least ninety days before the resignation takes effect.

Article VII The Professional Staff

Those persons holding academic appointments within Florida State University, but not within a college or school, and those persons within a college or school holding academic appointments whose responsibilities do not include teaching, shall be considered members of the Professional Staff. Members of the Professional Staff having appropriate qualifications and responsibilities shall be assigned faculty rank by the President of the University on recommendation of their administrative officers for the purpose of membership in the General Faculty.

Members of the Professional Staff shall enjoy the assurance of annual recommendation for reappointment in accordance with the provisions of the Florida Statutes and the regulations of the Board of Trustees.

Article VIII Amendments

Amendments to this Constitution shall become effective when (1) approved by a two-thirds vote of the Faculty Senate and (2) ratified by a majority vote of the members of the General and Specialized Faculty who are eligible for election to the Faculty Senate and who vote on the proposal.

An amendment to be considered by the Faculty Senate must be submitted at a regular meeting at least one month prior to a vote on the proposal. The faculty vote on ratification shall be taken during the regular academic year not earlier than thirty days after circulation of the Senate minutes in which the amendment approved by the Senate is recorded.

NOTE: The Constitution was first adopted by the Faculty as the Faculty of the Florida State College for Women on April 11, 1931, and ratified by the Faculty of Florida State University on May 19, 1948, amended to December 6, 1989. Amended xxxx, 2018

The Constitution Review Committee of 2017-19 submits changes to the constitution based on the following set of guiding principles:

1. Faculty subject to the policies and decisions of the Senate shall be allowed membership and representation in the Senate.

As stated in the Constitution, “The Faculty Senate shall be the basic legislative body of the University and shall establish its own Bylaws and procedures. It shall formulate measures for the maintenance of a comprehensive educational policy and for the maximum utilization of the intellectual resources of the University. 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.”

Specialized faculty are an integral part of implementing education policy and therefore should be included in the creation of that policy.

2. Expanding membership will more closely align the Senate with the University’s goal of diversity and inclusion.

As stated by President Thrasher and posted on the FSU web site, “Florida State University is a nationally recognized leader in diversity and inclusion. We got there by committing to make our campuses welcoming to everyone. Diversity of backgrounds, experiences and viewpoints strengthens the intellectual life of our institution. The more our community reflects the world around us, the more academically innovative we are and the better leaders we will produce.”

The composition of the University faculty has changed and the Senate should reflect those changes.

3. Recognizing the threat to the institution of tenure in the state of Florida and beyond, expanding membership in the Senate will strengthen the position of the Senate to promote the importance of tenure.

As stated in the collective bargaining agreement, “The Board agrees that it is in the best interests of the University, the faculty, and the students to maximize the ratio of tenured and tenure-accruing E&G appointments to the number of specialized (non-tenure-accruing) E&G appointments, among those appointments including significant teaching responsibilities.”

The Committee submits the following proposal for the new composition of the FSU Faculty Senate:

Specialized Faculty Membership in the Faculty Senate

- 1 – There shall be a maximum of seventeen (17) senators representing Specialized Faculty [phased in over two years; i.e., 9 year one and 8 in year two].
- 2 – Representation in the Faculty Senate by the FSUS (Lab School) shall be discontinued following completion of the current Senator's term. The FSU Libraries will retain their elected representative; this representative shall not be counted as one of the 17 Specialized Faculty representatives.
- 3 – The FSU Panama City Campus shall be entitled to elect one (1) Faculty Senator; this representative shall be deemed a Specialized Faculty member {subject to the rights, privileges, and restrictions described below}.
- 4 – Except for the FSU Panama City Campus and University Libraries, Specialized Faculty who are not housed within one of the colleges and schools shall not be eligible for membership in the Faculty Senate. Research faculty will be counted as part of their home department.
- 5 – The College of Motion Picture Arts shall have one Senator, who may be either a tenured, tenure-earning, or Specialized faculty member. If the MPA senator is a member of the Specialized Faculty, that senator shall not count as one of the 17 Specialized Faculty Senators.
- 6 – Specialized Faculty members of the Senate shall have full voting privileges and shall be eligible to serve on all standing and *ad hoc* Senate committees.
- 7 – Academic units that currently have representation in the Faculty Senate will gain senators representing Specialized Faculty in a number that is proportional to the unit's General Faculty representation in the Faculty Senate (rounded up or down to whole numbers); not all academic units that currently have representation in the Faculty Senate will gain additional senators.
- 8 – When an academic unit qualifies for Senators representing their Specialized Faculty, those new Senators will be additive to the current number of Senators in that unit.
- 9 – Specialized Faculty members elected to the Senate are not eligible to serve as the President of the Faculty Senate.
- 10 – Specialized Faculty members elected to the Senate are eligible to serve on the Faculty Senate Steering Committee {see below}.

Membership in the Faculty Senate Steering Committee

1 – The eligible Specialized Faculty (in the aggregate) shall be deemed an “academic unit” for the purpose of distributing Steering Committee membership in any given academic year among at least 5 academic units.

2 – No more than two (2) members of the Senate who represent the Specialized Faculty can serve on the Steering Committee at any given time.

3 – Members of the Senate who represent the Specialized Faculty are not eligible to serve as the Chair or the Vice Chair of the Faculty Senate Steering Committee.

The Committee also submits the following “epilogue” proposal to be included as item 4 in Article IV Faculty Senate, Section C. Standing and Special Committees:

After dissolution of a constitutional review committee, not more than ten years shall pass until the Faculty Senate Steering Committee shall convene a committee to review the constitution.

If this proposal passes, the maximum constituency of the Faculty Senate shall include the following:

- (a) 100 members representing the General Faculty on a proportional basis
- (b) 1 member representing the FSU Libraries
- (c) 1 member representing the Panama City campus
- (d) 16 members representing the Specialized Faculty on a basis proportional to that of the General Faculty membership, subject to the provisions.

Proportional Distribution of Additional Senators

Name	Total Faculty	TTF	NTT	% NTT	Current Senators	% of Senators	New Senators	Total Senators
Colleges & Schools								
Arts & Sciences	620	467	153	24.7	40	39.6	7	47
Business	117	81	36	30.8	7	6.9	1	8
Communication & Information	91	60	31	34.1	4	3.9	1	5
Criminology & Criminal Justice	25	21	4	16.0	1	1.0	0	1
Education	220	72	148	67.3	7	6.9	1	8
Engineering	86	66	20	23.3	6	5.9	1	7
(Jim Moran) School of Entrepreneurship	18	6	12	66.7	1	1.0	0	1
Fine Arts	105	83	22	21.0	7	6.9	1	8
(Dedman) School of Hospitality	12	8	4	33.3	1	1.0	0	1
Human Sciences	51	34	17	33.3	2	2.0	0	2
Law	59	29	30	50.8	2	2.0	0	2
Medicine	173	51	122	70.5	4	3.9	1	5
Motion Picture Arts	27	4	23	85.2	1	1.0	0	1
Music	97	80	17	17.5	6	5.9	1	7
Nursing	37	18	19	51.4	1	1.0	0	1
Social Sciences & Public Policy	147	105	42	28.6	9	8.8	2	11
Social Work	37	20	17	45.9	1	1.0	0	1
							16	116
Other Units in the Senate								
Strosier Library	xx	xx	xx	xx	1	1.0	0	1
New Units in the Senate								
Panama City Campus	52	0	52	100.0	0	0.0	1	1
	1974	1205	769		101		17	118