



FLORIDA STATE UNIVERSITY
FACULTY SENATE

MINUTES
FACULTY SENATE MEETING
WEDNESDAY, DECEMBER 5, 2018
FSU COLLEGE OF MEDICINE AUDITORIUM
3:35 P.M.

I. Regular Session

The regular session of the 2018-19 Faculty Senate was held on Wednesday, December 5, 2018. Faculty Senate President Todd Adams presided.

The following members attended the Senate meeting:

T. Adams, S. Aggarwal, E. Alvarez, J. Ang, A. Askew, C. Baade, A. Barbu, A. Barrett, D. Bish, M. Buchler, E. Chicken, I. Chiorescu, Jeffrey Clark, A. Clarke, P. Doan, J. Fiorito, J. Gabriel, M. Gerend, R. Goodman, K. Harper, E. Hilinski, C. Hofacker, A. Huber, E. Jakubowski, K. Jones, C. Kelley, A. Kercheval, E. Kim, T. Lee, E. Lemmon, S. Lewis, J. Lile, L. Lyons, C. Marzen, D. Moore, R. Morris, E. Peters, K. Petersen, L. Reglero, L. Reina, V. Richard Auzenne, N. Rogers, D. Rokyta, G. Rust, E. Ryan, L. Schelbe, D. Slice, J. Standley, L. Stepina, G. Tyson, H. Xue, T. Zhao.

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

T. Albrecht-Schmitt, P. Andrei, B. Arjmandi, A. Bathke (**Patricia Born**), B. Birmingham (**Devin Soper**), G. Chen (**Raphael Kampmann**), Jessica Clark, E. Coleman, R. Coleman, D. Compton, M. Cui, M. Dahl, A. Darabi, J. Drake (**Joseph Hellweg**), S. Ehrlich, M. Gawlik, M. Gertz, T. Graban, L. Hinnant, D. Kerr, E. Klay, B. Landing, H. Li, J. Lo, C. Madsen, C. McClive, U. Meyer-Baese, C. Moore, R. Nowakowski, J. Ohlin, G. Okten, K. Pruett, J. Rayburn, L. Rinaman, K. Salata, V. Salters, P. Sanyal, S. Shelton, T. Soldat-Jaffe, N. Stein, O. Steinbeck, U. Sypher, G. Tenenbaum, T. Van Lith, A. Vanli, Y. Wang, X. Yang, T. Zuehlke.

II. Approval of the Minutes, November 14, 2018 meeting

The minutes of the November 14, 2018 meeting were approved as distributed.

III. Approval of the agenda, December 5, 2018 meeting

The agenda was approved as distributed.

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

- The Faculty Senate Steering Committee has met twice since the last Faculty Senate meeting.
- At the first of the two meetings, we engaged in a long conversation with Chief Perry about campus safety and the use of security cameras. Chief Perry told us that there are now closed circuit television cameras in all of the parking garages and tag readers that can be used to identify stolen vehicles. Additional security cameras on campus feed only to FSU PD and they do not include facial recognition software. He also urged faculty members to report problems

they have with students right away – if we don't report students who are behaving in a way that makes people feel uncomfortable and unsafe, then it is impossible to spot a pattern of behavior that needs to be addressed. Go to report.fsu.edu and choose the appropriate item to click and report.

- At yesterday's meeting with President Thrasher and Provost McRorie, the President shared insights on the upcoming legislative session and his continued opposition to guns on campus legislation. Steering committee members brought up concerns about the Canvas incident last week and the social media incident involving former members of Pi Kappa Phi, which is no longer affiliated with FSU or its national headquarters.
- We also received an update by Dr. Jim Fadool, the chair of the Liberal Studies Coordinating and Policy Committee, regarding possible tweaks to liberal studies policies. More information on that will be forthcoming at the January Faculty Senate meeting.
- On the evening of 28 November, this year's Faculty Senate Torch Award winners were honored by a dinner in the Heritage Museum at Dodd Hall. This year's winners were: Melvin T. Stith and Charlie Ward – Vires award; Don B. Gibson and Barry M. Jenkins – Artes award; and Mark and Nan Hillis – Mores award.
- President Adams added that Chief Perry has invited any faculty members to contact him or FSU PD to learn more about developing a safety plan for your office and/or classroom.

V. Reports of Standing Committees

- **Liberal Studies Coordinating and Policy Committee, Dr. James Fadool**
 - a. This has been postponed to a later meeting to allow for more time to finalize the report of the committee.

VI. Old Business

- **Constitution Revision Subcommittee, Dr. Joe Calhoun, Chair (See Addendum 1)**
 - Dr. Calhoun acknowledged committee members for their hard work.
 - An email was sent with a proposal of the phase III changes to the FSU Constitution. These changes include who is eligible to vote, serve, and be a Senator.
 - There are many conflicting views regarding changes to the Constitution to reflect the University as it stands today.
 - The general faculty process that determines eligible members to serve as senators regarding Andrea sending lists to deans remains the same. The specialized faculty process will be sent as a separate list.
 - The general faculty will remain at 100 senators. In addition, 17 specialized faculty will come from a separate list from around the university. The number 17 came from consideration of 17 specialized members, one member from the library, and the 100 senators from general faculty, totaling at 118 members. Considerations regarding meeting location influenced the decision. Dodd Hall has a maximum capacity of 120 people so having the Faculty Senate limited to 118 members allows for the meeting location to remain the same. Further considering the Senate member size, doubling the size of the Senate seemed extreme and only adding five members seemed too few. The number of 118 members seemed to be reasonable.
 - Any changes to the Constitution will not be made with this upcoming cycle of senators that convenes in April 2019. If the amended Constitution is approved, the changes will

be phased in over a two-year period, beginning with the 2020-2021 Faculty Senate to keep the voting cycle for specialized faculty the same as the general faculty.

- The committee looked at many other institutions and constitutions around the country. FSU is now an outlier in representation of specialized faculty and shared governance.
- The proposal for Phase III changes will be open for discussion and voting at the January meeting. Senate members are encouraged to attend.

VII. New Business

There were no new items of business.

VIII. Special Order: Faculty Athletics Representative, Dr. Pamela Perrewe (See Addendum 2)

- Academic progress rate, graduation success rate, grade point averages, equity and student welfare, student academic service review, and changes in athletics were all discussed.
- The overall academic progress rate is 985, with the highest possible score being 1000.
- The graduation success rate is 84% for FSU. The goal is to bring it up to 90%.
- 89% of student athletes have rated their experience at FSU as very good to excellent.
- A new time management system that was implemented last year has received mixed reviews and the Equity and Student Welfare Committee is looking at the system to determine optimal impact.
- A full-time clinical psychologist has been hired and student athletes are lining up to meet the doctor. Positive remarks and students waiting to meet the doctor have shown that the position was needed and has been well received.
- There was a review of campus partnerships that interact with student athletes. Over half of the feedback showed interactions in the 90th percentile.
- There are some major changes in Athletics. The chief financial officer, athletic director, and senior associate athletic director for academics positions all need to be replaced and filled. Further, this will be the last year for baseball coach, Mike Martin. Without an athletic director, the position will be difficult to fill.
- The floor was opened for questions regarding the presentation.
- **Joseph Hellweg, Arts & Sciences** – Asked a question about the lowest GPA. Dr. Perrewe responded that the information will be sent to President Adams for dissemination.
- **Elizabeth Peters, Arts & Sciences** – Commented that if one clinical psychologist is doing a wonderful job and is constantly busy, another clinical psychologist should be brought on to increase support for student athletes. Dr. Perrewe commented that some NCAA schools do not have any clinical psychologists and that the goal is to have at least two psychologists at FSU.

IX. University Welfare

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

- The Union is looking forward to bargaining and is continuing to draw up those priorities. There will be a lot coming out from the legislation that will affect faculty.

- Legislative committee meetings start on December 11, 2018. Faculty members will be kept informed of issues coming to the floor that affect faculty.

X. Announcements by Deans and other Administrative Officers

No announcements were given by Deans or other Administrative Officers.

XI. Announcements by Provost McRorie

- Thank you for the great work this semester. This has been a difficult semester with many emotional issues.
- Lillian Garcia-Roig will be representing herself and the FSU Art Department at the Joan Mitchell award tomorrow.
- Many faculty achievements and recognitions have been received this semester and the administration is proud of these accomplishments.
- FSU received the APLU Platinum Award for Global Education Research and Learning.
- FSU had a good presence at APLU this year. FSU is also fully engaged in the APLU transformational clusters work that is ongoing.
- FSU is a part of the APLU alliance project to diversify STEM faculty and staff.
- There are two graduation ceremonies this fall.
- Happy holidays!

XII. Announcements by President Thrasher

No announcements were given by President Thrasher as this meeting followed the President's State of the University Address.

The meeting adjourned at 4:52 p.m.



Andrea White
Faculty Senate Coordinator

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

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

Annual Report on Florida State University Athletics Program

Pamela Perrewe
Faculty Athletics Representative
November 14, 2018

Presentation

- Academic Progress Rate
- Graduation Success Rate
- Grade Point Averages
- Equity and Student Welfare
- SA Academic Services Review
- Changes in Athletics

Academic Progress Rate

- Baseball – 968 (FBS average 978)
- Football – 941 (FBS average 968)
 - Football up from 934 the year before.
- Men's Basketball – 978 (FBS average 969)
- Women's Basketball – 990 (FBS average 984)
- OVERALL APR was 985 (previous high 981)

Graduation Success Rate

- Overall GSR for FSU is 84%.
- Lowest GSR scores are in men's golf 67%; football 74%; and men's baseball 75%.
- Highest GSR scores are in women's basketball, golf, and volleyball (100%); swimming and diving 97% .
- GOAL – to have an overall GSR of 90%.

Academic Grade Point Averages for Florida State University Athletics

- Overall Student-Athlete GPA is 3.014.
- Fall 2017 – 57% had over a 3.0 GPA
- Spring 2018 – 59% had over a 3.0 GPA
- This last year; 12 of 18 teams had a GPA of over a 3.0.
- Highest Team GPAs - Women's golf is at a 3.68; Men's CC is at 3.43.

2017-2018 Report to the Athletic Board

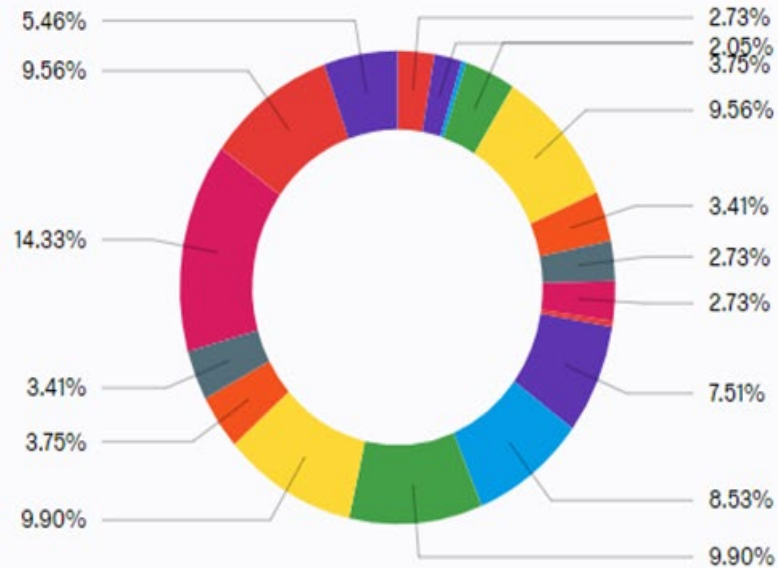
**Equity and Student Welfare
Committee (Alma Littles, Chair)
Florida State University**



Student-Athlete Survey and Interviews

- Interviews (3/19 – 3/29, 2018)
 - student-athletes (n=39: 26 Female and 13 Male)
 - coaches (n=9)
 - staff (n=12)
- Online Student-athlete survey
 - 256 out of a possible 493 students completed some portion of the survey – 52% Response Rate

Sports Represented



- Baseball
 Women's Basketball
 Men's Basketball
 Beach Volleyball
 Women's Cross Country
 Men's Cross Country
- Football
 Women's Golf
 Men's Golf
 Soccer
 Softball
 Women's Swimming & Diving
 Men's Swimming & Diving
- Women's Tennis
 Men's Tennis
 Women's Track & Field
 Men's Track & Field
 Volleyball

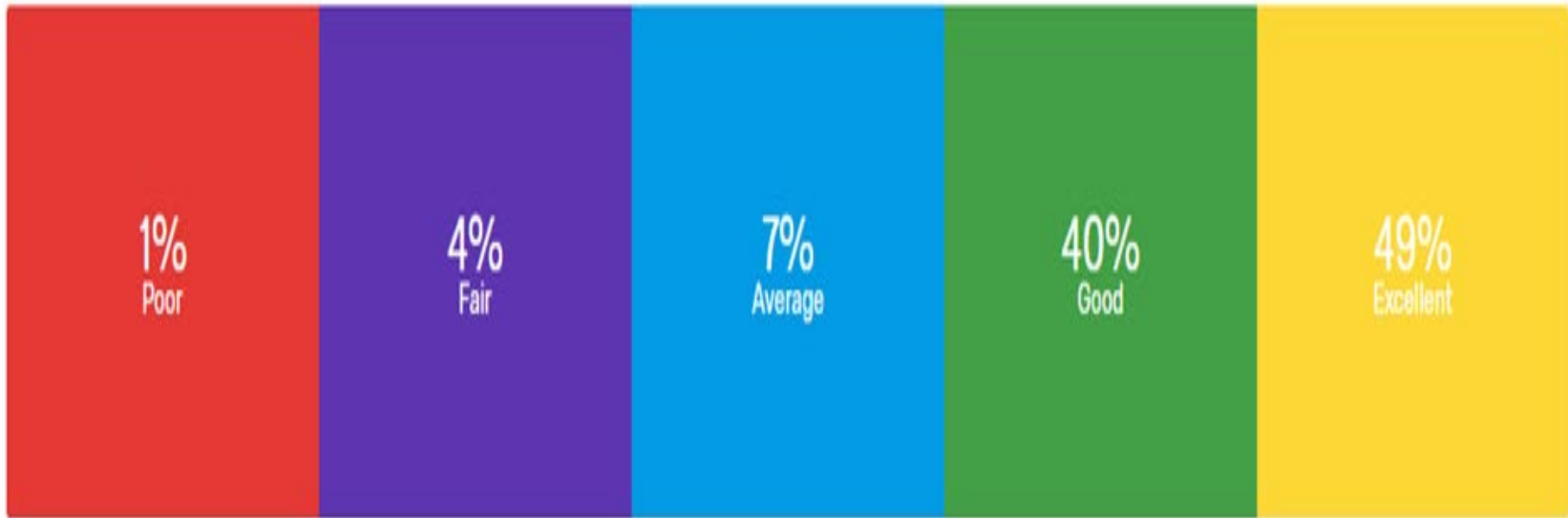
Overall Experience by Sport

		Sport(s) at FSU (select all that apply)																		
		Baseball	Women's Basketball	Men's Basketball	Beach Volleyball	Women's Cross Country	Men's Cross Country	Football	Women's Golf	Men's Golf	Soccer	Softball	Women's Swimming & Diving	Men's Swimming & Diving	Women's Tennis	Men's Tennis	Women's Track & Field	Men's Track & Field	Volleyball	Total
Your overall athletic experience at FSU was:	Poor	0	0	0	0	1	1	0	0	0	0	0	1	1	0	0	1	1	0	4
	Fair	0	0	0	0	1	0	0	0	0	0	0	1	2	0	1	3	1	1	9
	Average	0	1	0	2	2	1	0	3	0	0	2	6	4	0	3	5	3	1	30
	Good	4	1	1	4	13	4	5	2	1	6	7	12	15	2	4	18	13	5	100
	Excellent	3	2	0	5	11	4	2	2	0	16	16	8	5	9	2	13	10	8	102
Total		7	4	1	11	28	10	7	7	1	22	25	28	27	11	10	40	28	15	245

Overall Experience by Gender

		Your overall athletic experience at FSU was:					
		Poor	Fair	Average	Good	Excellent	Total
Gender	Male	2	4	10	42	22	80
	Female	2	5	20	58	80	165
	Total	4	9	30	100	102	245

Overall Experience



■ Poor ■ Fair ■ Average ■ Good ■ Excellent

Conclusions and Recommendations

- Overall, student athletes rate their experience at FSU as very good to excellent (89%)
- Implementation of new time management system with mandatory day off has mixed reviews and should be evaluated for optimal impact
- Addition of clinical psychologist has been well received

Conclusions and Recommendations

- Opportunity for facility improvements in various areas
- Need for continued attention to use of FIGG and Moore Center by all athletes
- While there are no major concerns with equity, we need to continue to assess the equity and fairness among the sport programs

Topics of Annual SA Academic Services Reviews (Steve McDowell, Chair)

- Advising Services, 2012
- Tutoring, 2013
- Organizational Structure, 2014
- Advising Services, 2015
- Tutoring and Mentoring, 2016
- Learning Specialists, 2017
- Campus Partnership Relations, 2018

Review of Campus Partnership Relations, 2018

- This year we examine campus partnership relations at FSU, that is linkages with units outside of SAAS who work with SAAS and with student-athletes.
- We contacted people in different units to solicit and record their thoughts and perceptions about working with SAAS and with student-athletes.
- Our focus is on the effectiveness of partnership relations.
- These relationships are very important in allowing SAAS to leverage its resources to serve students better by building effective partnerships with other service organizations across campus.
- The quality of these working relationships is in turn reflected in the SAAS performance and student-athlete academic performance.

FSU Organizations Contacted by the Academic Committee

- Academic Center for Excellence
- Undergraduate Studies
- Financial Aid
- Withdrawal Services
- Student Disability Resource Center
- Adult Learning Evaluation Center (ALEC)
- Reading/Writing Center
- University tutoring services
- Office of Distance Learning
- Exploratory
- Honors Office
- Career Center
- CARE
- Academic Honor Policy

Findings: scoring working relationships with SAAS staff

- Very high average score in responses – high 90s out of 100 possible score
- Small range in scores, 93-100
- Around half of those contacted responded
- All questions about staff professionalism, programmatic issues, interactions with SAAS staff, services provided to student-athletes, etc. were in the 90% (positive range).

Findings 2018

Findings support reinforce the recommendation from 2014 on the importance of these campus partnership relations. These organizations are providing a wide range of important expertise and services that allow SAAS to focus on key responsibilities but also achieve its mission.

Major Changes in Athletics

- Need to replace our Chief Financial Officer
- Need to replace our Athletics Director

Questions

