



FLORIDA STATE UNIVERSITY  
FACULTY SENATE

MINUTES  
FACULTY SENATE MEETING  
WEDNESDAY, DECEMBER 4, 2019  
FSU COLLEGE OF MEDICINE AUDITORIUM  
3:35 P.M.

**I. Regular Session**

The regular session of the 2019-20 Faculty Senate was held on Wednesday, December 4, 2019. Faculty Senate President Kristine Harper presided.

The following members attended the Senate meeting:

T. Adams, S. Aggarwal, E. Alvarez, J. Ang, J. Appelbaum, A. Askew, J. Atkins, J. Bahorski, H. Bass, A. Bathke, B. Birmingham, D. Bish, M. Blaber, M. Buchler, E. Chicken, P. Doan, R. Duarte, M. Duncan, J. Fiorito, H. Gazelle, M. Gerend, R. Goodman, M. Gross, K. Harper, E. Hilinski, P. Hoeflich, C. Hofacker, P. Hollis, A. Huber, E. Jakubowski, P. Jean-Pierre, K. Jones, E. Kim, B. Landing, T. Lee, S. Lewis, V. Lewis, J. Lile, J. Lo, P. Marty, C. Moore, G. Okten, I. Padavic, E. Peters, J. Rayburn, L. Reglero, L. Reina, N. Rogers, E. Ryan, G. Salazar, A. Semykina, T. Soldat-Jaffe, S. Stagg, N. Stein, G. Tyson, A. Vanli, Y. Wang, H. Xue, M. Ye.

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

T. Albrecht-Schmitt, P. Andrei, A. Barbu, K. Bearor (**Lauren Weingarden**), P. Beerli, R. Brower, G. Chen, T. Chiricos, D. Compton, M. Cui, M. Dahl, J. Drake, S. Ehrlich, S. Foo, T. Graban, K. Harris, M. Hurdal (**Paolo Aluffi**), P. Iatarola, F. Ke, C. Kelley, D. Kerr, H. Li, L. Lyons, C. Madsen, C. Marzen, C. McClive (**James Palmer**), R. Morris, J. Munn, K. Petersen, L. Rinaman, D. Rokyta, P. Sanyal, R. Singleton, J. Standley, L. Stepina, R. Stilling, P. Sura, M. Swanbrow Becker, G. Taylor, T. Van Lith, T. Zuehlke, X. Yang.

**II. Approval of the Minutes, November 20, 2019 meeting**

The minutes of the November 20, 2019 meeting were approved as distributed.

**III. Approval of the agenda, December 4, 2019 meeting**

The agenda of the December 4, 2019 meeting was approved as distributed.

**IV. Report of the Steering Committee, Dr. Eric Chicken**

- The Faculty Senate Steering Committee met once since the last Faculty Senate meeting.
- The committee met with Provost McRorie and Vice President Kistner to discuss interdisciplinary research and teaching, student evaluations, and the state of Senate-approved Constitution revisions (phases I and II that will be distributed to General Faculty in January 2020).

- The committee began crafting revisions of Senate bylaws and discussed Constitution revisions forthcoming.
- Thank you to everyone for participating in the November food and clothing drive for the university.
- The Torch Awards Ceremony was held on November 21, 2019. This year's Faculty Senate Torch Award winners were Sean Pittman – Vires award; Howard Tibbals and Charles E. and Persis E. Rockwood – Artes award; and Valliere Richard-Auzenne – Mores award.

**V. Special Order: Remarks by the Dean of the University Libraries, Dr. Gale Etschmaier (See Addendum 1)**

- Dean Etschmaier has been at FSU for one year and believes the Libraries are the most exciting place on campus because they work with students and faculty across the campus.
- During the past academic year, the Libraries enhanced academic learning and research through expert consultations, cutting-edge technology, collaborative learning spaces, access to online and physical research materials, and experiential learning opportunities. Library faculty and staff experts collaborated with faculty in the disciplines to use the Libraries' journals, catalogs, and databases for groundbreaking research, award-winning books, and innovative digital projects.
- Library faculty and staff provided instruction and workshops on critical thinking, data analysis and visualization skills; the Libraries offered tutoring services and equipment loans, and access to electronic and print materials.
- In the past academic year, 2018-2019:
  - a. Librarians provided more than 650 instructional sessions, an essential component of critical thinking, helping students to identify the kind and level of information they need to complete their research projects, and how to find, evaluate the source of the information, and cite sources appropriately, avoiding plagiarism.
  - b. Librarians provided workshops on research software for data analysis, geospatial visualization, and scholarly publishing.
  - c. Learning spaces are available 24 hours per day for group projects and individual study. Approximately 1.8 million people entered FSU Libraries in 2018—more than visitors to some of the Smithsonian museums.
  - d. The Libraries provided 4,170 tutoring sessions for chemistry, math, statistics, and physics—between 9:00 pm—1:00 am.
  - e. The Libraries lent critical equipment to students that they need for their projects, including laptops, cameras, and calculators.
  - f. Special Collections and University Archives served as a laboratory providing archival materials that enable students and researchers to interpret historical events through today's lens and provide an experiential learning opportunity.
  - g. The Libraries provide a rich array of electronic and physical books, journals, and media for students and faculty to explore the world of known knowledge—to enable them to create new scholarship.
  - h. This year the Libraries have added FSU faculty authors to our approval purchasing plans. While this will not assure us of 100% of FSU faculty monographic publications, it will help us to collect the majority of those publications.

- The FSU Libraries overall are strong; the faculty and staff are creative, passionate, and innovative. Librarians, in consultation with faculty, are increasing our electronic books and journals and moving the low-use print materials out to increase learning spaces, but the Libraries are also acutely aware of the needs of the book-centric disciplines, especially the Humanities, and the Libraries are actively working with partner libraries to preserve print collections.
- FSU Libraries led the nation in terminating our “Big Deal” subscription with Elsevier—well before the decision by the University of California System and other academic libraries.
- The Libraries continue to analyze requests for titles we no longer subscribe to and are working with faculty to purchase the most heavily requested titles, including older backfiles if possible.
- While the Libraries have clearly contributed to teaching, learning, and research through these services and initiatives, we can—and want to-- do more to partner to contribute to FSU’s aspirations.
- FSU Libraries are members of the prestigious Association of Research Libraries (ARL), the top 124 research libraries in North America.
  - a. However, according to the most recent 2017/2018 ARL rankings, determined by overall institutional investment, especially in collections and library staff, the trajectory of the FSU Libraries has not mirrored FSU’s rise in rankings. FSU Libraries rank number 82 overall, and at #44 of the public research institutions, well below University of Florida (#20), University of Indiana (#12), Michigan State (#15), Iowa (#16).
  - b. In a comparison of the collections funding at these institutions, FSU Libraries rank at number 76 overall and #38 of the public research institutions, with University of Florida at #25; Indiana at # 13; Michigan State at #8. In total salaries, Florida State ranks at #78 overall and #42 of public universities.
  - c. FSU Libraries are working with faculty across the University to do careful title-by-title analysis to reduce our spending on the huge aggregator journal packages, such as Elsevier, to budget for the most critical needs of our faculty and students, but these comparisons illuminate what Senators and other faculty have expressed about your needs for additional collections to support their research.
- A study updated from an earlier 2011 chart illustrates how FSU Libraries’ spaces compare with those of some other institutions.
- FSU students love Strozier and Dirac Libraries and the 2600 seats in those libraries are filled. Some state standards (CA and NC) stipulate that the library should have seats for 20% of the student population. One of Dean Etschmaier’s highest priority goals is to increase learning spaces and collections spaces in the FSU Libraries, both for now and the future.
- A new or renovated Library will not simply expand the services and collections the Libraries offer now, but will be a visual symbol of the importance of learning and research at FSU. This Library will build even more connections across the campus, facilitate more interdisciplinary teaching and research, support increased experiential learning opportunities through creation of facilities such as a Digital Humanities Center and a Data Commons; it will increase the availability of learning spaces, create additional space for the new physical collections we acquire, and create a central climate-controlled laboratory for the archival collections that are currently dispersed throughout the University. This new Library would be

even more of a destination for students, faculty, and scholars and further enhance learning and research. A top 20 university needs a top 20 library. Dean Etschmaier looks forward to talking with each Senator about how the Libraries can partner with them and how they can help realize this goal.

## **VI. Special Order: Speed Deaning**

### **a. Dr. Damon Andrew, Dean, College of Education (See Addendum 2)**

- The College of Education plays a unique role at FSU. While the College of Education educates current students at FSU like other colleges, it is also heavily involved in the preparation of the pipeline of all PreKindergarten-12 (PK-12) students before they progress to FSU. Therefore, our preparation of teachers, principals, superintendents, school psychologists, school counselors, coaches, athletic directors, and other PK-12 professionals has a direct impact on the pipeline of students that consider attending FSU. Since these education professionals are employed in every county of the state and over 80% of FSU students are state residents, the College of Education in many ways functions as a drawbridge between higher education and other communities across the entire state of Florida.
- As some of you may have heard, the College of Education recently launched Project ElevatED. This new initiative aims to support and, as the name would imply, elevate education professionals. Faculty Senators understand the importance of education and the transformational power of the right educational professional appearing in your life at the right time.
- That critical push from those unforgettable mentors makes the difference in virtually everyone's life and career path, and it is not a stretch to say that education professionals open the door to every occupation. Stated simply, teaching is the profession that makes all other professions possible. Consequently, the College of Education named the project "ElevatED" because we know that when you elevate education, you elevate everyone.
- Project ElevatED is helping education in many ways. First, the College of Education analyzed the PK-12 education professionals who are in a position to significantly impact the lives of PK-12 students along with the programs the College of Education offers at FSU to educate these professionals. Some of these programs were suspended during the recession, so the College of Education launched or relaunched a number of new programs to support current and new students. These programs include the relaunched School Counseling program, the new autism spectrum disorder master's program, the online coaching certificate, and the new Interdisciplinary Center for Athletic Coaching, nicknamed FSU COACH. These programs are designed to encourage students interested in these topics to become education professionals and help elevate education around the state.
- Second, the College of Education launched an initiative to recognize high performing education professionals across the state. With the support of President Thrasher, the College of Education has partnered with the Florida Department of Education and the Florida Association of District School Superintendents to recognize the recipients of the teacher, principal, and superintendent of the year award winners, among others, on the field at halftime of the annual Family Weekend football game, which happened to be the game against NC State this year. The College of Education is presently working with the

education deans at other universities around the state in the hopes that they will join us by recognizing regional and local award winners next year in partnership with their athletic departments. The College of Education hopes to eventually take this initiative to a national level, and the College of Education wants every college athletic department in the country to reserve a high profile game to recognize education professionals.

- Third, since a recent ACT Test Survey shows that only 3% of graduating high school seniors in Florida are interested in pursuing education as a career, the College of Education is reconnecting with its FSU alumni who are teaching across the state and sending them a care package. This care package includes a letter from President Thrasher and Dean Andrew, an update on new academic programs in the College of Education, and a stuffed Cimarron. The College of Education is asking these alumni to display this Cimarron on their desks or other highly visible areas of their classrooms and to use it as a conversation starter with their students about why they entered the education profession and what their experience was like at FSU.
- Fourth, the College of Education is partnering with state government officials to bring about needed change in state policies for education professionals, particularly those involving the low teacher salaries in Florida. Negative news headlines, poor salaries and working conditions, and tragic events have turned students away from becoming the next generation of teachers, but we know this trend must change if we want a brighter future in America. It is our hope that through Project ElevatED, we can change the conversation and sentiment surrounding education professionals. Now more than ever, Florida needs teachers, and Florida State University can lead the charge in preparing, supporting, and nurturing the next generation of education professionals. We know that when we ElevatED, we elevate FSU.

## VII. Reports of Standing Committees

No reports were given.

## VIII. Old Business

### a. Constitution Revision, Dr. Eric Chicken

- The proposal Dr. Jakubowski referred to during the November 20, 2019 Faculty Senate meeting included specialized faculty. **(See Addendum 3)**
- There were some issues determining how many specialized faculty from each college would be represented. The proposal included 25 specialized faculty.
- Dr. Chicken proposed to have a formula for specialized faculty representation similar to that of the Graduate Policy Committee (GPC). The GPC has one faculty representative for each college. In addition, the College of Arts and Sciences has four additional representatives, and the colleges of Social Sciences, Education, and Business each have one additional representative. **(See Addendum 4)**
- Each college would receive one representative, as well as one representative for the Mag Lab and one representative for the University Libraries, totaling 20 specialized faculty representatives. Dr. Chicken proposed to have a formula for the remaining five specialized faculty representatives rather than for 25 representatives.

- Additionally, Dr. Chicken proposed changes to the representation of specialized faculty on the Faculty Senate Steering Committee (FSSC). The limitations included only two specialized faculty representatives on the committee with the prohibition of them becoming vice chair or Faculty Senate President. Dr. Chicken removed those prohibitions.
- Dr. Chicken also removed a line about the FSU President in consultation with the FSSC creating the Faculty Senate agenda. The Faculty Senate is composed of faculty, not administrative personnel.
- The January 4, 2020 meeting will hold the discussion and vote on the proposed Constitution (Addendum 3). Dr. Chicken's proposal will be a formal amendment presented to the Faculty Senate at that meeting.
- **Jack Fiorito, Business** – Sought further clarification regarding the GPC designations. Dr. Chicken responded that the GPC apportions members by the count of tenure-track and specialized faculty for each college. The number of faculty in each college should be looked at again more closely.

**IX. University Welfare**

**a. United Faculty of Florida, Florida State University Chapter, Jack Fiorito**

- UFF is continuing to monitor the legislature.
- FSU-UFF Chapter President, Matthew Lata, is also the Chair of the Government Relations Committee for the statewide UFF so the legislature is being closely monitored.
- A new faculty social will be hosted on January 9, 2020 at the Claude Pepper Center from 5-7pm. All Senators are welcome to attend.
- A public education rally will be held on January 13, 2020, the day before the legislature opens.
- Visiting speaker, John Budd of the University of Minnesota, will talk about higher education and the role of faculty unions on January 31, 2020.
- A faculty poll will begin shortly after the New Year as a prelude to collective bargaining.

**X. Announcements by Deans and other Administrative Officers**

No announcements were given.

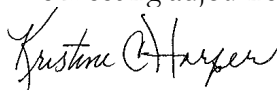
**XI. Announcements by Provost McRorie.**

No announcements were given by Provost McRorie.

**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 4:45 p.m.



Kristine Harper  
Faculty Senate President



FLORIDA STATE UNIVERSITY  
LIBRARIES

# State of the FSU Libraries

---

Gale S. Etschmaier  
Dean of University Libraries  
December 4, 2019

# Contributions to Student Learning and Research



FLORIDA STATE UNIVERSITY  
LIBRARIES

- Expertise and instruction to support student learning
- Learning spaces and technology support
- Rich resources for learning & research
- Open Educational Resources Initiatives to save students textbook fees
- Tutoring services
- New initiatives to enhance critical thinking skills
- New program to collect faculty author publications





- Association of Research Libraries rankings:
  - 82 for library expenditures (#44 in public research institution libraries)
  - 76 for library materials expenditures (#38 of the public research institutions)
  - 78 for total salaries (#43 of the public institution libraries)

# Library Learning Spaces



FLORIDA STATE UNIVERSITY  
LIBRARIES

## Peer Data Review

## Main Library Size

Total Students    GSF    GSF/Student

• UNC Chapel Hill	30,011	422,659	14
• U Tennessee Knoxville	29,460	350,000	12
• University of Kentucky	30,277	350,000	12
• Penn State	46,810	489,368	12
• North Carolina State	36,430	340,000	9
• UT Austin	51,832	500,673	10
• <b>Florida State University</b>	<b>41,717</b>	<b>289,000</b>	<b>5</b>



- Increased Learning Spaces
- Data Commons and Expansion of Data Management Services
- Centralized Archival Collections
- Experiential Learning: Collaboration with Innovation Hub, Increased Support of Digital Humanities
- Libraries as a Strategic Partner in Research and Teaching



**LIB.FSU.EDU**



- New programs
  - School Counseling (MS/EdS)
  - Autism Spectrum Disorder (MS)
  - Coaching (certificate), FSU COACH
- Educator recognition
  - Partnership with FLDOE and FADSS
- Care packages
- Working with the legislature
  - Teacher salaries
- Changing the conversation around education careers
  - When we ElevatED, we elevate FSU!

## Proposed Constitution Revision

### THE CONSTITUTION OF THE FLORIDA STATE UNIVERSITY

(Revised and amended to December 6, 1989) [Amended as of Faculty Senate vote, 16 October 2019]

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

#### Article I Administrative Officers

##### Section A. The President

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 Faculty

##### Section A. Membership

The General Faculty shall consist of those persons that are appointed by the University with the academic rank of ~~Instructor~~, Assistant Professor, Associate Professor, or Professor 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 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. Faculty Senate Membership**

1. Elected faculty members

Only full-time ~~Instructors, Assistant Professors, Associate Professors, and Professors~~ General and Specialized Faculty appointed by the University shall be eligible for representation in 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.

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 ~~representative~~ General Faculty representative.

~~The library staff shall be entitled to one elected representative.~~

For the Specialized Faculty:

There shall be a maximum of twenty-five (25) senators representing Specialized Faculty, who will be phased in over two years, i.e., 13 in year one and 12 in year two. The FSU Libraries' representative shall be counted as one of the 25 Specialized Faculty representatives. Except for the University Libraries and the National High Magnetic Field Lab, Specialized Faculty who are not housed within one of the colleges and schools shall not be eligible for membership in the Faculty Senate. Specialized Faculty members of the Senate shall have full voting privileges and shall be eligible to serve on standing and *ad hoc* Senate committees. Each college or school with at least one Specialized Faculty shall be entitled to representation in the Faculty Senate according to the following formula:

<u>number of Specialized</u>	<u>number of eligible Specialized</u>
<u>Faculty senators</u>	<u>Faculty in college or school</u>
-----	-----
=	
25	<u>total number of eligible Specialized</u>
	<u>Faculty in the university</u>

When an academic unit qualifies for Senators representing their Specialized Faculty, those new Senators will be additive to the current number of General Faculty Senators in that unit. Specialized Faculty members elected to the Senate are not eligible to serve as the President of the Faculty Senate. Specialized Faculty members elected to the Senate are eligible to serve on the Faculty Senate Steering Committee (see below).

The FSU Libraries shall be entitled to one elected representative.

~~Florida State University Schools (FSUS) faculty shall be entitled to one elected representative; members of the Florida State University Schools (FSUS) faculty shall not be counted as College of Education faculty in determining the number of that College's representatives or be eligible to vote in the College of Education elections of Faculty Senators.~~

- 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 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 ~~which 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 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 his or her 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 Vice President for Faculty Development and Advancement, the Dean of Graduate Studies, the Dean of Undergraduate Studies, the dean of each college or school, the University Registrar, the Director of Libraries, and the President of the Student Body. Ex-officio members shall have the privilege of the floor but may not 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 Faculty, the Senate may also formulate its opinion upon 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 President and upon a request by the Board of Trustees, the Faculty Senate will 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.

~~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. In consultation with the President of the University, it shall determine the agenda for each meeting. It shall provide for the reporting 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 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 Secretary of the Senate and shall be distributed to all members of the General and Specialized Faculty, to all administrative officers, and shall be posted on the Faculty Senate website.

## **Article V      The Colleges and Schools**

Subject to the University-wide regulations of 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      The Faculty Members of Colleges or Schools**

### **Section A.      Appointment: General Faculty**

1. Vice Presidents, the Vice President for Faculty Development and Advancement, 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 ~~Professors, Associate Professors, Assistant Professors, and Instructors~~ 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 his or her designee, in a contract letter.
5. Supplementary appointments to the Graduate Faculty may be given 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. The Tenure Process: The procedure to be followed when a faculty member becomes eligible for consideration for the status of permanent member shall be as follows:

- a. Nomination for tenure shall be initiated by an elected faculty committee of the appropriate department or academic unit; a majority of the members 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 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 and 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 the recommendation to the Provost and Executive Vice President for Academic Affairs and 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 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 their 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 the 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 during 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 Nontenured Faculty

- a. No person employed 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, 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 Departmental 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. An Assistant Professor 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 his or her own expense the benefit of counsel of the faculty member's choice.
- b. Nonreappointment of Nontenured 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 nontenured faculty

member. Notice of nonreappointment, or of intention not to reappoint, shall be given in writing in accordance with the following standards: (a) for employees in their first two years of continuous University employment, one full semester prior to the date of termination; (b) for employees with two or more years of continuous service, one full year prior to date of termination.

- c. Immediate Suspension of Tenured or Nontenured Faculty. In flagrant offenses the President of the University may suspend a member of the faculty with pay from performance of his or her duties. Within two days, excluding weekends and official holidays, following such suspension, the President or 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 and 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, he or she will state his or her reasons for doing so in writing to the hearing committee and to the faculty member. The faculty member will 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 any member of the academic staff against influences, from within or without the University, which 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 his or her association with the University.

Furthermore, the faculty member 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 of 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 his or her 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 The 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 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 The Florida State University on May 19, 1948, amended to December 6, 1989. Amended October 16, 2019. Amended xxxx, 2020.



## Proposed Constitution Revision

### THE CONSTITUTION OF THE FLORIDA STATE UNIVERSITY

(Revised and amended to December 6, 1989) [Amended as of Faculty Senate vote, 16 October 2019]

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

#### Article I Administrative Officers

##### Section A. The President

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 Faculty

##### Section A. Membership

The General Faculty shall consist of those persons that are appointed by the University with the academic rank of ~~Instructor~~, Assistant Professor, Associate Professor, or Professor 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 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. Faculty Senate Membership**

1. Elected faculty members

~~Only full-time [Instructors, Assistant Professors, Associate Professors, and Professors](#)~~[General and Specialized Faculty](#) appointed by the University shall be eligible for representation in 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.

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 ~~representative~~[General Faculty representative](#).

The ~~library staff~~[FSU Libraries](#) shall be entitled to one elected representative.

For the Specialized Faculty:

~~There shall be a maximum of twenty-five (25) senators representing Specialized Faculty, who will be phased in over two years, i.e., 13 in year one and 12 in year two. The FSU Libraries' representative shall be counted as one of the 25 Specialized Faculty representatives. Except for the University Libraries and the National High Magnetic Field Lab, Specialized Faculty who are not housed within one of the colleges and schools shall not be eligible for membership in the Faculty Senate. Specialized Faculty members of the Senate shall have full voting privileges and shall be eligible to serve on standing and *ad hoc* Senate committees. University Libraries, the National High Magnetic Field Lab, and each College or School shall have one senator. The College of Arts and Sciences shall have two additional senators, and the Colleges of Social Sciences and Public Policy, Business, and Education shall have one additional senator.~~

~~Each college or school with at least one Specialized Faculty shall be entitled to representation in the Faculty Senate according to the following formula:~~

$$\frac{\text{number of Specialized Faculty senators}}{25} = \frac{\text{number of eligible Specialized Faculty in college or school}}{\text{total number of eligible Specialized Faculty in the university}}$$

~~When an academic unit qualifies for Senators representing their Specialized Faculty, those new Senators will be additive to the current number of General Faculty Senators in that unit. Specialized Faculty members elected to the Senate are not eligible to serve as the President of the Faculty Senate. Specialized Faculty members elected to the Senate are eligible to serve on the Faculty Senate Steering Committee (see below).~~

~~Florida State University Schools (FSUS) faculty shall be entitled to one elected representative; members of the Florida State University Schools (FSUS) faculty shall not be counted as College of Education faculty in determining the number of that College's representatives or be eligible to vote in the College of Education elections of Faculty Senators.~~

- 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 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 ~~which~~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 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 his or her 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 Vice President for Faculty Development and Advancement, the Dean of Graduate Studies, the Dean of Undergraduate Studies, the dean of each college or school, the University Registrar, the Director of Libraries, and the President of the Student Body. Ex-officio members shall have the privilege of the floor but may not 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 Faculty, the Senate may also formulate its opinion upon 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 President and upon a request by the Board of Trustees, the Faculty Senate will 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, tThe 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.~~

~~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. In consultation with the President of the University, it shall determine the agenda for each meeting. It shall provide for the reporting 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 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 Secretary of the Senate and shall be distributed to all members of the General [and Specialized](#) Faculty, to all administrative officers, and shall be posted on the Faculty Senate website.

## **Article V        The Colleges and Schools**

Subject to the University-wide regulations of 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        The Faculty Members of Colleges or Schools**

### **Section A.        Appointment: General Faculty**

1. Vice Presidents, the Vice President for Faculty Development and Advancement, 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](#) ~~Professors, Associate Professors, Assistant Professors, and Instructors~~ 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 his or her designee, in a contract letter.
5. Supplementary appointments to the Graduate Faculty may be given 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. The Tenure Process: The procedure to be followed when a faculty member becomes eligible for consideration for the status of permanent member shall be as follows:
  - a. Nomination for tenure shall be initiated by an elected faculty committee of the appropriate department or academic unit; a majority of the members 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 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 and 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 the recommendation to the Provost and Executive Vice President for Academic Affairs and 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 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 their 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 the 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 during 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 Nontenured Faculty

- a. No person employed 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, 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 Departmental 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. An Assistant Professor 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 his or her own expense the benefit of counsel of the faculty member's choice.

- b. Nonreappointment of Nontenured 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 nontenured faculty member. Notice of nonreappointment, or of intention not to reappoint, shall be given in writing in accordance with the following standards: (a) for employees in their first two years of continuous University employment, one full semester prior to the date of termination; (b) for employees with two or more years of continuous service, one full year prior to date of termination.
- c. Immediate Suspension of Tenured or Nontenured Faculty. In flagrant offenses the President of the University may suspend a member of the faculty with pay from performance of his or her duties. Within two days, excluding weekends and official holidays, following such suspension, the President or 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 and 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, he or she will state his or her reasons for doing so in writing to the hearing committee and to the faculty member. The faculty member will 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 any member of the academic staff against influences, from within or without the University, which 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 his or her association with the University.

Furthermore, the faculty member 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 of 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 his or her 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 The 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 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

*The Constitution of Florida State University*

Women on April 11, 1931, and ratified by the Faculty of The Florida State University on May 19, 1948, amended to December 6, 1989. Amended October 16, 2019. [Amended xxxx, 2020.](#)