



FLORIDA STATE UNIVERSITY
FACULTY SENATE

MINUTES
FACULTY SENATE MEETING
WEDNESDAY, JANUARY 15, 2020
DODD HALL AUDITORIUM
3:35 P.M.

I. Regular Session

The regular session of the 2019-20 Faculty Senate was held on Wednesday, January 15, 2020. Faculty Senate President Eric Chicken presided.

The following members attended the Senate meeting:

T. Adams, S. Aggarwal, J. Ang, J. Appelbaum, A. Askew, J. Atkins, J. Bahorski, A. Barbu, H. Bass, A. Bathke, K. Bearor, P. Beerli, B. Birmingham, D. Bish, M. Blaber, M. Buchler, G. Chen, E. Chicken, T. Chiricos, M. Cui, M. Dahl, P. Doan, R. Duarte, J. Fiorito, H. Gazelle, M. Gerend, R. Goodman, T. Graban, E. Hilinski, L. Hinnant, P. Hoefflich, C. Hofacker, P. Hollis, M. Hurdal, E. Jakubowski, P. Jean-Pierre, K. Jones, F. Ke, C. Kelley, E. Kim, T. Lee, S. Lewis, V. Lewis, H. Li, J. Lile, J. Lo, L. Lyons, C. Madsen, P. Marty, C. Marzen, C. McClive, R. Morris, I. Padavic, J. Palmer, E. Peters, K. Petersen, J. Rayburn, L. Reglero, L. Reina, L. Rinaman, N. Rogers, D. Rokyta, E. Ryan, G. Salazar, A. Semykina, T. Soldat-Jaffe, S. Stagg, J. Standley, L. Stepina, R. Stilling, P. Sura, G. Tyson, A. Vanli, Y. Wang, M. Ye.

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

T. Albrecht-Schmitt, E. Alvarez, P. Andrei, R. Brower, D. Compton, J. Drake (**Kristina Buhrman**), M. Duncan, S. Ehrlich, S. Foo, M. Gross, K. Harris, A. Huber, P. Iatarola, D. Kerr, B. Landing, C. Moore, J. Munn, G. Okten, P. Sanyal, R. Singleton, N. Stein (**Simon May**), M. Swanbrow Becker, G. Taylor, T. Van Lith, H. Xue, X. Yang T. Zuehlke.

II. Approval of the Minutes, December 4, 2019 meeting

The minutes of the December 4, 2019 meeting were approved as distributed.

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

The agenda was amended to have announcements by President Thrasher followed by the report of the steering committee. The agenda was approved as amended.

IV. Special Order: Announcements by President Thrasher

- The Florida legislature began January 14, 2020.
- The Speaker of the House recognized FSU for our work on child welfare through the College of Social Work.
- Governor DeSantis is aware of the Florida's State University System being ranked #1 based on *U.S. News and World Reports*.
- There are several gun bills. The campus-carry gun bill is only in the House as of now.

- The Earth, Ocean, and Atmospheric Sciences (EOAS) building will officially open on February 12, 2020. Former FSU President, Dr. Eric Barron, was instrumental in securing the funds for the new EOAS building and will be at the opening.
- The Florida Board of Governors (BOG) will convene in Tallahassee at the end of January.
- **Unknown** – Sought information regarding the efforts being made to increase faculty salaries. President Thrasher responded that receiving money from the state will be the first step toward that goal.
- **Unknown** – Commented about the importance of FSU’s education on the impact of rankings and asked if it was possible to get additional funds without raising tuition. President Thrasher responded that the additional funds FSU received in the past seven years were received without raising the cost of tuition.
- **Unknown** – Sought an update regarding the BOG determining the allocation of preeminence funds. President Thrasher responded that the BOG’s recommendation is for UF to receive slightly higher funds than FSU.

V. Report of the Steering Committee, Professor Erin Ryan

- The Faculty Senate Steering Committee met twice since the December meeting.
- During these meetings, the committee discussed matters of policy and personnel.
- Policy matters:
 - a. The constitutional revision process for faculty ratification of Phases I & II.
 - b. The Phase III proposals that will be discussed at this meeting.
 - c. Possible redesign options for student evaluations of faculty teaching.
 - d. Managing attendance issues regarding senators and their alternates.
 - e. Creating a formal orientation for new senators, to begin this spring.
- Personnel matters:
 - a. The search for a new Vice President of Facilities.
 - b. The committee interviewed several candidates for the Senate Coordinator position.
 - c. The committee re-staffed and reassigned leadership roles for several committees.
 - d. The former Vice Chair, Dr. Eric Chicken, was elevated to replace the outgoing President, Dr. Kristine Harper.
 - e. The committee elected a new Vice Chair, Erin Ryan.

VI. Reports of Standing Committees

No reports were given.

VII. Old Business

a. FSU Constitution (See Addendum 1)

- Dr. Elizabeth Jakubowski proposed the Constitution revision at the December 4, 2019 meeting. This proposal focuses on the phase III changes of definition, faculty senate representation, and steering committee representation of specialized faculty.
- **Unknown, Arts & Sciences** – Sought clarification regarding the definition of specialized faculty in “other academic units”. The Florida Center for Reading Research and Learning Systems Institute have specialized faculty but do not have representation. Sought clarification for the exclusion of their representation. Dr. Chicken responded that there

are other academic units that exclude specialized faculty representation. The definition is restrictive.

- **Todd Adams, Arts & Sciences** – *Article III, Section A. Membership* defines specialized faculty. The representation of specialized faculty on the Faculty Senate is in *Article IV, Section A. Faculty Senate Membership*. Specialized faculty representation on the Faculty Senate is restrictive to colleges and schools.
- **Unknown** – Inaudible comment.
- **Lisa Lyons, Arts & Sciences** – As *Article IV, section A, 1. Elected faculty members* is written, it creates a total of 100 senators with 25 of those 100 senators being specialized faculty. As it is written, it does not specify 100 general faculty and 25 specialized faculty members.
- **Kristina Buhrman, Arts & Sciences** – Clarified an issue with the distributed paper versions of the Constitution revision proposal compared to the distributed email version. The correct version was the proposal distributed via email. The comment by Lisa Lyons does not pertain to the correct version of the constitution proposal.
- **Unknown** – Sought clarification regarding the formula for the number of senators to be part of the Faculty Senate on pages two and three. Dr. Jakubowski clarified that the formula pertains to 100 generalized faculty and an additional 25 specialized faculty.
- **Petra Doan, Social Science & Public Policy** – **Made a motion to amend the specialized faculty section of the proposed Constitution.** The motion is to have 10 specialized faculty with one specialized faculty member chosen from each of the four units that have the most specialized faculty and the remaining six representatives will be elected at-large. This model is based on the Leon County commissioner seats. The number 10 was arbitrarily chosen because the proposed number of 25 specialized faculty representatives has been referred to as too many representatives by some senators. The motion was seconded.
- **Robin Goodman, Arts & Sciences** – Sought clarification for the University Libraries representation. The motion made would replace the attached proposal's section of specialized faculty representation and the line "The FSU Libraries shall be entitled to one elected representative" on page 3.
- **Kristina Buhrman, Arts & Sciences** – Voiced concerns about structurally not having a representative from the University Libraries on the Faculty Senate and suggested rewording the motion to include the permanent representation of the University Libraries.
- **Unknown, Motion Picture Arts** – Commented about the talks of numbers, not ratios, for specialized faculty representation for colleges. As it is currently, the College of Motion Picture Arts does not have representation in the Faculty Senate as it is solely comprised of specialized faculty.
- **Tarez Graban, Arts & Sciences** – Spoke against the motion to have 10 specialized faculty. Supported the attached proposal to have 25 specialized faculty representatives as it is a more encompassing number that helps to alleviate the lack of representation. Also spoke against the burden of having at-large election for specialized faculty when it is not placed on the general faculty. If the Senate is concerned that units will not be diligent to put forward representation, add something to *Article IV Faculty Senate* rather than taking out the proposal.

- **Lisa Lyons, Arts & Sciences** – It is an interesting point about the at-large elections concerning the specialized faculty. A big difference between specialized faculty and general faculty is that general faculty all have similar goals and percentages of effort on teaching, research, service across the colleges. The specialized faculty have much more variation in goals. Because of this variation, the at-large elections are an advantage. Bios can be posted during voting and the at-large election can allow for voices to be heard that may otherwise get lost in college specific elections. The at-large election would allow the specialized faculty to choose what kind of representation they want in the Faculty Senate.
- **Scott Stagg, Arts & Sciences** – Sought information regarding the proportion of specialized faculty to general faculty at other universities that have specialized faculty representation on their faculty senates. Dr. Chicken responded that in the state university system, FSU is the only university that does not have specialized faculty on the Faculty Senate, not including the University Libraries and Florida High representation. The University of Florida has no restriction on faculty representation.
- **Michael Buchler, Music** – Expressed support for the motion to have 10 specialized faculty representatives. To address concerns regarding the variations in goals of specialized faculty, specify at least one at-large research faculty and at least one at-large teaching faculty. To address concerns of University Libraries representation as well as other colleges and units, the deans of those colleges and university administration should work to make available tenure-track positions.
- **Todd Adams, Arts & Sciences** – The motion to have at-large specialized faculty representation allows for any specialized faculty anywhere in the university to become a senator. Without having an at-large election it is difficult to include representation for all units. The College of Arts and Sciences used to have an at-large election for its faculty senators.
- **Nancy Rogers, Music** – Sought clarification regarding the elections of the four specialized faculty representatives from the four colleges that have the highest number of specialized faculty. It was clarified that the intent is to have specialized faculty from each college or unit vote for the specialized faculty representative for that specific college or unit. Specialized faculty from all colleges and units with specialized faculty would then vote during the at-large elections.
- **Jayne Standley, Music** – Expressed concerns about not clearly defining in the Constitution the definitions of faculty. Universities receive pressure from outside sources. The ability to easily change the definitions of faculty could be shaped by outside sources rather than by the faculty of the university. Recommended taking the time to define faculty and keeping those definitions in the Constitution. Comments from Eric Chicken and Todd Adams clarified that the definitions of faculty will remain in the Constitution. An earlier comment referred to leaving the academic units unspecified in the Constitution so they could be referred to in the bylaws.
- **Sandy Lewis, Education** – Commented on the diverse specialized faculty at FSU. Expressed concerns about how an at-large specialized faculty representative would be able to communicate with and represent people across campus. Additionally, because the College of Arts and Sciences is so large and has a large number of specialized faculty, it is

possible that seven of the ten specialized faculty representatives would be from that college.

- **Tarez Graban, Arts & Sciences** – Spoke in agreement about the possibility of skewed representation with the motion on the table. Charles Hofacker responded that like the steering committee elections, the at-large elections would circulate bios and people would vote based on that information.
- **Eric Chicken, Arts & Sciences** – The discussion is focused on the implementation of the motion. The concern at the moment is determining the number of specialized faculty to be represented on the Faculty Senate. The proposal and the motion address the number of senators to have, the implementation is important but does not get written into the Constitution. Focus on the number of specialized faculty representatives and how they are chosen, not how that proposal will be implemented.
- **Clifford Madsen, Music** – Prefers the motion to have 10 specialized faculty representatives over the proposed 25. Because this is the first iteration and implementation to include specialized faculty as part of the Faculty Senate, eight or even six specialized faculty representatives would be ideal.
- **Gary Tyson, Arts & Sciences** – Commented that this constitution revision to include specialized faculty has been four years in the making. Supports the motion to have 10 specialized faculty representatives. Expressed concerns about colleges giving up on tenure-track faculty altogether. The motion to have 10 specialized faculty representatives may exclude smaller colleges from having senate representation. A proposal from the floor from a previous year gave colleges without senate representation the option to petition the Faculty Senate for a senate seat. The petition would come from the faculty and dean of that college. Discussing the number of specialized faculty representatives is important. Some think the representation should be proportional and some think it should be a set number, such as two. One reason this senator does not support a proportional approach is because the senate does not control the hiring of specialized faculty. This senator supports the at-large approach to having specialized faculty. Tenure faculty comprise the Faculty Senate and that is what should be maintained.
- **Michael Buchler, Music** – Expressed general agreement with Clifford Madsen and Gary Tyson. Commented about the possibility of changing the motion to state “Among the specialized faculty senators, there must be at least n units represented. There must be at least one member of the teaching faculty, one member of the research faculty, and one university librarian.” This is similar to the Faculty Senate Steering Committee that represents a certain number of units within the Faculty Senate, but not all units. This would address the types of specialized faculty and the number of units represented.
- **Susan Fiorito, Dean, Entrepreneurship** – Commented about the hiring practices followed within the college. Faculty are hired based on meeting the needs of the programs and courses. Other universities in Florida have specialized faculty representation. Those universities know that specialized faculty are an important part of the university and academics. Dean Fiorito expressed strong support for specialized faculty representation on the Faculty Senate.
- **Erin Ryan, Law** – The Senate’s discussion is an attempt to fulfill the value of inclusion and the value of protecting the integrity of tenure as an institution. Supported the motion

to have 10 specialized faculty senators. The at-large proposal allows for representation of the unique features of being a specialized faculty member. General and specialized faculty share disciplinary issues. With the exception of the College of Motion Picture Arts, most disciplinary fields and interests are represented by a General Faculty member. The election process for the at-large representation will allow for representation on the Senate of the unique features of being a specialized faculty member.

- **Elizabeth Jakubowski, Education** – Supported the motion and the comment from Michael Buchler. The motion allows for representation of different types of specialized faculty. For the general faculty, there is a recalibration of senator allotments for each college based on a roster the Faculty Senate Coordinator receives. The specialized faculty can also be recalibrated.
- **Todd Adams, Arts & Sciences** – **Moved to postpone the motion to act on at the February 19, 2020 Faculty Senate Meeting. The motion passed unanimously.**

VIII. New Business

There was no new business.

IX. University Welfare

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

- Visiting speaker, John Budd, will be speaking at a luncheon on January 31, 2020. The luncheon is open to anyone.
- The gun bill was not introduced to the Senate.
- The general education bill that included a clause of a faculty campus poll on diversity has been moved to another committee.
- UFF is tracking a bill to reduce graduate fees. UFF is supporting this bill.
- In February there will be a reception regarding Collective Bargaining at Backwoods Bistro. This will be an opportunity to voice concerns.
- In February the annual faculty poll will be distributed.

X. Announcements by Deans and other Administrative Officers

a. Dr. Janet Kistner, Vice President of Faculty Development and Advancement

- The Provost's Office is working on budget requests.
- At a later time, Dr. Kistner will give a report on the COACHE survey and FSU's strategic plan on enhancing faculty diversity.

The meeting adjourned at 4:50 p.m.

Eric Chicken

Digitally signed by Eric
Chicken
Date: 2020.02.03 09:05:50
-05'00'

Eric Chicken
Faculty Senate President

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

For the General Faculty:

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

$$\begin{array}{rcl}
 \text{number of Specialized} & & \text{number of eligible Specialized} \\
 \text{Faculty senators} & & \text{Faculty in college or school} \\
 \hline
 25 & = & \text{total number of eligible Specialized} \\
 & & \text{Faculty in the university}
 \end{array}$$

The FSU Libraries shall be entitled to one elected representative.

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, 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

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.

The Constitution of Florida State University

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.](#)