



FLORIDA STATE UNIVERSITY  
FACULTY SENATE

MINUTES  
FACULTY SENATE MEETING  
WEDNESDAY, FEBRUARY 19, 2020  
DODD HALL AUDITORIUM  
3:35 P.M.

**I. Regular Session**

The regular session of the 2019-20 Faculty Senate was held on Wednesday, February 19, 2020. Faculty Senate President Eric Chicken presided.

The following members attended the Senate meeting:

T. Adams, S. Aggarwal, E. Alvarez, A. Askew, J. Bahorski, A. Barbu, A. Bathke, B. Birmingham, M. Blaber, R. Brower, M. Buchler, G. Chen, E. Chicken, T. Chiricos, M. Cui, M. Dahl, P. Doan, M. Duncan, J. Fiorito, H. Gazelle, R. Goodman, K. Harris, E. Hilinski, L. Hinnant, P. Hoeflich, C. Hofacker, P. Hollis, M. Hurdal, P. Iatarola, E. Jakubowski, C. Kelley, E. Kim, S. Lewis, V. Lewis, J. Lo, C. Madsen, P. Marty, C. Marzen, C. McClive, C. Moore, R. Morris, G. Okten, I. Padavic, J. Palmer, E. Peters, L. Reglero, L. Reina, N. Rogers, D. Rokyta, E. Ryan, G. Salazar, A. Semykina, T. Soldat-Jaffe, S. Stagg, J. Standley, R. Stilling, P. Sura, G. Tyson, Y. Wang, H. Xue, X. Yang.

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

T. Albrecht-Schmitt, P. Andrei, J. Ang, J. Applebaum (**Judy Delp**), J. Atkins, H. Bass, K. Bearor, P. Beerli, D. Bish (**Sarah Eyerly**), J. Clark, D. Compton, J. Drake (**Kristina Buhrman**), R. Duarte, S. Ehrlich, S. Foo, M. Gerend (**Joe Gabriel**), M. Graban, A. Huber, P. Jean-Pierre (**George Rust**), K. Jones, F. Ke, D. Kerr, B. Landing, T. Lee, H. Li, J. Lile, L. Lyons, J. Munn, K. Petersen (**Paolo Aluffi**), J. Rayburn, L. Rinaman, P. Sanyal, R. Singleton, N. Stein (**Simon May**), L. Stepina, M. Swanbrow Becker, G. Taylor (**Trinyan Mariano**), T. Van Lith, A. Vanli, M. Ye, T. Zuehlke.

**II. Approval of the Minutes, January 15, 2020 meeting**

The minutes of the January 15, 2020 meeting were approved as distributed.

**III. Approval of the agenda, February 19, 2020 meeting**

The agenda was amended to have announcements by President Thrasher followed by University Welfare. The agenda was approved as amended.

**IV. Special Order: Announcements by President Thrasher**

- The Florida legislature is six weeks into session, with three weeks remaining.
- FSU Day at the Capitol was very successful, with the greatest number of attendees in the event's history.
- President Thrasher attended Field Day last weekend at the Brighton Seminole Reservation.

- The Earth, Ocean, and Atmospheric Sciences (EOAS) building has officially opened. Former FSU President, Dr. Eric Barron, was instrumental in securing the funds for the new EOAS building and was honored at the opening. The construction of the new Student Union building should be finished around the same time next year.
- Traffic problems are being addressed following the Tennessee Street traffic incident that occurred the previous week. President Thrasher spoke with FSUPD and the Florida Department of Transportation to implement immediate responses to the incident.
- **Unknown** – Inquired if introducing a lower speed limit to Tennessee Street was a possibility. President Thrasher responded that solutions are being looked into beyond lowering the current speed limit of 35 MPH, such as improving the warning lights.
- **Unknown** – Clarified that the speed limit between Monroe Street and Woodward is 30 MPH, increasing to 35 somewhere past Woodward. The Senator then inquired if there was a means for others to know what responses are being looked at, as well as commended FSUPD for their increased presence following the incident. President Thrasher responded that an informal committee of faculty and students is being formed to communicate to the public.
- **Unknown** – Suggested a tunnel be constructed across Tennessee Street for pedestrian traffic. President Thrasher acknowledged the possibility but noted that it would require closing Tennessee Street for a period of time.
- **Unknown** – Inquired about whether “doing well in the legislator” would translate into faculty salary increases. President Thrasher said that an increase in money for the University could translate into increases in salary.

## V. University Welfare

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

- Ballots for the annual election of Officers and Senators at the Union have gone out.
- The faculty poll will be sent out within the next week or two.
- Parking sessions have been set for March 11<sup>th</sup> and March 25<sup>th</sup>, earlier than usual.
- Three weeks remain in the legislator. Bills being monitored include the “guns on campus” bill, the “fee waiver for graduates” bill, and the “union-busting” bill. All three are likely to not proceed further through the legislature, though the “fee waiver for graduates” bill could potentially be tied into budget legislation.

## VI. Report of the Steering Committee, Professor Erin Ryan

- The Faculty Senate Steering Committee met three times since the January meeting.
- There have been meetings of the State University System’s Board of Governors, the Advisory Council of Faculty Senates, as well as a meeting of the FSU Board of Trustees.
- The full Faculty ratified the Phase 1 and Phase 2 constitutional revisions.
- The Steering Committee met with Provost McRorie and the new chair of the Budget Committee, Mike Brady. However, the meeting with President Thrasher was delayed due to the traffic incident mentioned previously.
- During these meetings, the committee discussed matters of policy and personnel.
- Policy matters:
  - a. There are plans to conduct audits throughout various departments this year.

- b. Ensuring faculty representation during the upcoming scheduled revisiting of the FSU Strategic Plan.
- Personnel matters:
  - a. There is still vacancy in the Senate Coordinator position, which has been handled by Ann DelRossi while the search to fill the position continues.
  - b. Interviews for the Director of Retention position are ongoing.

## VII. Reports of Standing Committees

No reports were given.

## VIII. Old Business

### a. FSU Constitution (See Addenda 1 and 2)

- The vote to approve the Phase 1 and Phase 2 Constitution changes was 264 in favor, 4 against (see Addendum 1).
- **Eric Chicken, Arts & Sciences** – Discussion took place over a proposal by Elizabeth Jakubowski and the amendments to said proposal by Petra Doan from the January 25 meeting (see Addendum 2). For the sake of clarity, it is proposed that Petra Doan withdraw the amendment to the proposal, and then have Elizabeth Jakubowski support a substitution amendment to replace the first proposal.
- **Erin Ryan, Law** – Clarified that the intent of this change is to incorporate the discussion and ideas of the previous meeting’s discussions.
- **Petra Doan, Social Science & Public Policy** – **Moved to formally withdraw their amendment. The withdrawal was unanimously approved.**
- **Unknown** – Inaudible comment.
- **Elizabeth Jakubowski, Education** – **Moved to implement the substitution to their previously proposed amendment. The motion was unanimously approved.**
- **Erin Ryan, Law** – Formally opened the discussion of the proposed changes in the substitution amendments.
- **Eric Chicken, Arts & Sciences** – Began discussion of the proposed changes, which were highlighted in the proposed substitution amendment. Some of the changes simply replace the phrase “General Faculty” with “General and Specialized Faculty” when appropriate. In *Article III, section A. Membership*, a definition for Specialized Faculty has been added, which Eric Chicken says “has not changed in a while.” Discussion then moves to *Article IV, Section A. Faculty Senate Membership*, which has received changes including stipulating that senators are elected only from schools with at least one General Faculty. Language pertaining to FSUS and the library system has been removed, as these now fall under Specialized Faculty. Within *Article IV, Section A, Part 1, subsection b*, there is new language establishing how Specialized Faculty are elected. Points of note are that the librarian faculty member must be a part of the University Libraries system; selecting four senators from the largest units is done both because the top four units contain over half of all Specialized Faculty and because the practice follows Leon County election practices (suggested by Petra Doan).
- **Erin Ryan, Law** – Interjected to clarify that this new draft incorporated good feedback from both the Faculty Senate and the general body.

- **Eric Chicken, Arts & Sciences** – Addressed the concerns about lack of job security for Specialized Faculty. The decision to not have any unit forced into presenting a member of the Faculty Senate is by design. Whereas the rules for electing General Faculty are determined by the colleges and schools, the rules for Specialized Faculty are determined by the Senate. The Steering Committee will have no more than two Specialized Faculty, and the Chair and Vice Chair positions shall remain exclusive to General Faculty.
- **Erin Ryan, Law** – Opened the floor to questions.
- **Lynne Hinnant, Communication and Information** – Inquired as to why five was chosen as the minimum number of units required to be represented amongst the ten Specialized Faculty. President Chicken responded that five was chosen as the quota as it would likely be the four largest units plus one, leaving the remaining five positions to be filled without constraints.
- **Lynne Hinnant, Communication and Information** – Expressed concern that the five-unit minimum would result in scenarios with nine Specialized Faculty from the four largest units and only one from another.
- **Paul Marty, Communication and Information** – Inquired as to how the requirement that at least one Specialized Faculty Senator be a University Libraries Faculty interacts with the requirement of at least one Specialized Faculty Senator from the four largest units (see *Article IV, Section A., Part 1, subsection b. For the Specialized Faculty*). President Chicken clarified that the four largest units are currently Arts & Sciences, MagLab, Libraries, and Panama City Campus. University Libraries has its own stipulation because representation from University Libraries is already a part of the Faculty Senate, and this is maintaining that relation.
- **Paul Marty, Communication and Information** – Felt that the distinction between the legacy requirement of the University Libraries and the requirement from University Libraries being one of the four largest units conflict and that the language should be combined or altered.
- **Bridgett Birmingham, University Libraries** – Clarified that the intent behind the current language is that, should University Libraries no longer become one of the four largest units, it is still always guaranteed representation in the Faculty Senate. Paul Marty said that the wording behind this was unclear and should be adjusted.
- **Trinyan Mariano, Arts & Sciences** – Offered a different wording of *Article IV, Section A, Part 1, subsection b. For the Specialized Faculty* that better clarifies the intended system: “At least one Specialized Faculty Senator will be Research Faculty and at least one Specialized Faculty Senator will be Teaching Faculty. There will be at least one Specialized Faculty Senator from the University Libraries Faculty, there will be at least one Specialized Faculty Senator from each of the four largest (in terms of Specialized Faculty) units, and at least five units must be represented by Specialized Faculty Senators.”
- **Unknown** – **Moved to accept the modified language. The motion is seconded, and unanimously approved.**
- The floor was opened to general discussion.
- **Unknown** – Requested clarification on the choice of ten as the number of Specialized Faculty Senators.

- **Eric Chicken, Arts & Sciences** – Stated that ten is not proportional to the amount of Specialized Faculty; however, the original suggested number of 25 was met with pushback. There was a desire to introduce a number instead of continuing the use of “*n* number” in discussion. However, something around ten will likely be the final number, as it is a compromise between a more proportionally representative number (around 40 or 50) and the current number of representatives, zero.
- **Erin Ryan, Law** – Refers to a previous meeting’s discussion of the idea that Specialized Faculty already have representation through the General Faculty and their departments. As such, there is already representation of the Specialized Faculty that, combined with the proposed ten Senators, would be closer to a proportional representation than it at first seems.
- **Gary Tyson, Arts & Sciences** – Referred to *Article VI, section a., subsection 3* and noted that the paragraph begins with “Professors, Associate Professors, Assistant Professors, and Instructors.” The removal of the phrase “and Instructors” was previously performed, but somehow found its way back into this version. This will be revised. [Note that Gary Tyson originally said “Article four” when referring to this language, but that was likely an error.]
- **Sandra Lewis, Education** – Expressed concern that the elections for Specialized Faculty will all occur at the same time and that the larger colleges will likely receive a large amount of these positions. The senator suggests a two-part election, identifying the Teaching and Research Faculty first, then proceeding to an at-large election.
- **Eric Chicken, Arts & Sciences** – Responded that the current view is that the Constitution should not establish a system of election. Rather, the Senate Bylaws specify how the elections are executed. It was suggested that the election of Specialized Faculty could follow a process similar to the election of the Senate Steering Committee. However, this is a conversation for a later time.
- **Sandra Lewis, Education** – Expressed concern with the proposed election requirements and suggested that the system would grant the four largest colleges two members each: one for their position as the largest units, and another as they would likely be the units to fill the Research, Teaching, and Library positions.
- **Todd Adams, Arts & Sciences** – Corrected Sandra Lewis’s misunderstanding that the Research, Teaching, and Library position requirements can be filled concurrently by the four largest units with their single elected member. The potential election system based on the Senate Steering Committee election would avoid this concern. This senator also expressed the belief that it will be unlikely that the large units dominate the elections as a whole, as the large units do not necessarily agree as a block on all things.
- **Unknown** – Approved of having the election process defined in the Senate Bylaws but believes that the constitutional provisions should be made with respect to how the voting process will be implemented. There is briefly some discussion with respect to the Senate Bylaws, but it is decided to hold off on the discussion for another time, as it is not a part of the Constitution.
- **Gary Tyson, Arts & Sciences** – Referred to *Article III, Section A.* with the concern that the phrasing “in one of the colleges, schools, or other academic units of the University” excludes anyone who would otherwise be considered Specialized Faculty.



- **Eric Chicken, Arts & Sciences** – Stated that “clinical research faculty” within the College of Medicine would be excluded under that wording but is then corrected that they are “non-tenure track Faculty.” After some discussion, it was confirmed that the language was not used with the intent of excluding any fields that would otherwise be considered Specialized Faculty.
- **Gary Tyson, Arts & Sciences** – **Motioned to revise *Article III, Section A. Membership.*** Discussion is had about various groups that would or would not fall under the definition of Specialized Faculty, such as Adjunct Instructors and the Clinical Faculty at the College of Medicine. Conversation then shifts to an open question on whether the Clinical Faculty should be included in the definition of Specialized Faculty.
- **Michael Blaber, Medicine** – Commented on the pedagogy of the College of Medicine, which is to have clinical training conducted offsite. Those offsite instructors are equally as qualified to participate in representation as those working at the University Hospital and should be included in consideration.
- **Eric Chicken, Arts & Sciences** – Added that there are other offsite people in situations similar to that of the clinical instructors.
- An open question is posed requesting any comments for why the previously discussed faculty should not be included in the definition.
- **Unknown** – Inquired if there was detailed information on the amount of people being considered as Specialized Faculty. President Chicken commented that there are around 480 Faculty, not including the Clinical Faculty, and around 100 Clinical Faculty.
- **Unknown, Medicine** – Reiterated Michael Blaber’s sentiments and echoed the belief that the offsite Clinical Faculty be represented.
- **Eric Chicken, Arts & Sciences** – Having received updated numbers from Petra Doan, stated that the College of Medicine has 53 tenure-track, 16 Research, 0 Teaching, and 103 “Other Specialized” Faculty, of which most are the Clinical Faculty in question. The College of Medicine is not one of the four largest units, but it was close.
- **George Rust, Medicine** – Offered clarification on the pedagogy of the College of Medicine faculty: “The onsite, full-time Clinical Faculty in the College of Medicine, many of whom are not tenure-track, do have the rank of Assistant Professor, Associate Professor, et cetera.”
- **Erin Ryan, Law** – Proposes that the complications in the definition are due in part to the fact that within the two definitions of General Faculty and Specialized Faculty, the expectation that these faculty be tenure-track and non-tenure track respectively is not explicitly stated but implied and made clear through later language in the Constitution.
- **Jane Standley, Music** – Referred to their previous position as Senate President during the time in which the College of Medicine began submitting Senators. At that time, because the Clinical Faculty are not tenure-track, they were not interpreted as being included in the definition of General Faculty. The Senator was of the opinion that including the Clinical Faculty would require amending the present language to express the shift away from the standing interpretation.
- **Erin Ryan, Law** – Paused discussion to point out that the Motion to Revise is still standing and that multiple senators expressed confusion as to whether the changes that

are desired are categorical or specifically in regards to addressing the situation of the Clinical Faculty.

- **Eric Chicken, Arts & Sciences** – Offered a solution based on experience at University of Florida: “the Specialized Faculty as defined by Senate Bylaws” would allow for modification of the particular definition of Specialized Faculty as titles, groups, and classifications change.
- **Petra Doan, Social Science & Public Policy** – **Moved to revise *Article III, Section A. Membership* to place the definition of Specialized Faculty within the Senate Bylaws.** However, the motion cannot be accepted until the previous motion by Gary Tyson is resolved.
- **Gary Tyson, Arts & Sciences** – Disapproved of determining membership of the Senate outside of the Constitution.
- **Irene Padavic, Social Sciences & Public Policy** – Concurred with Gary Tyson, referencing the Collective Bargaining agreement containing a specific definition of Specialized Faculty that could be invalidated by potential changes that could be made in the Senate Bylaws.
- **Given the presence of and continued discussion of the general motion put forth by Gary Tyson, Petra Doan withdrew the motion to amend *Article III, Section A.***
- After further discussion, the two potential avenues of change are considered to be either amending the definition of Specialized Faculty to include “full-time” or to change the electability requirements to the Faculty Senate to “Specialized and non-tenure track Faculty” to accommodate the additional groups not represented by Specialized Faculty such as the College of Medicine’s Clinical Faculty. Ultimately, it is concluded that the Senate needs an understanding on how the faculty as a whole feel on this, and it should be put to a vote.
- **Robin Goodman, Arts & Sciences** – Returned briefly to discussion of the “four largest units” language. Depending on how the inclusion of the Clinical Faculty is implemented, the College of Medicine could overtake the Panama City Campus as one of the four largest units.
- **Moved to informal discussion.**
- An informal poll is held by Erin Ryan, the four options being as follows:
  1. Add the words “non-tenure track” to the language.
  2. Specifically list the Clinical Faculty as an exception to the eligibility requirements.
  3. Remove the definition of Specialized Faculty from the Constitution and define it in the Senate Bylaws.
  4. Make no changes.
- The informal poll produced the following results: 24 for option one, 13 for option two, 11 for option three, and 5 for option four.
- **Returned to formal discussion.**
- **Unknown, Medicine** – Pointed out that the College of Medicine Senate members voted primarily for option one, with secondary support for option two.

- **Gary Tyson, Arts & Sciences – Motioned to revise *Article III, Section A*, removing the wording from “from here to here” [in reference to the projected version of the Constitution] and “add the word full-time.” The motion is passed unanimously.**
- These changes and potential changes discussed during this meeting will be reflected in next month’s handouts.

**IX. New Business**

There was no new business.

The meeting adjourned at 5:10 p.m.

**Eric Chicken** Digitally signed by Eric Chicken  
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Eric Chicken  
Faculty Senate President



**THE CONSTITUTION OF  
THE FLORIDA STATE UNIVERSITY**

(Revised and amended to December 6, 1989; Amended as of October 16, 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.

**Section B. Jurisdiction**

The General 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 appointed by the University shall be eligible for representation in and election to the Faculty Senate. 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.

The library staff 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 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. 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.

#### **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 Faculty and other interested parties.
4. The right to address the Faculty Senate shall be granted to any member of the General Faculty in accordance with rules specified in the Bylaws.

#### **Section E. Procedure**

## *The Constitution of Florida State University*

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 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. 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 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.
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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.
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  - 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.
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  - 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



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  - e. If immediate dismissal is not sought, the faculty member shall have, upon request, a hearing on the suspension before an appropriate faculty committee.
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## *The Constitution of Florida State University*

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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.

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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.

## **THE CONSTITUTION OF THE FLORIDA STATE UNIVERSITY**

(Revised and amended to December 6, 1989; Amended as of October 16, 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 and Specialized Faculty**

#### **Section A. Membership**

The General Faculty shall consist of those persons that are appointed by the University with the academic rank of 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 and Specialized Faculty shall meet

*The Constitution of Florida State University*

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

a. For the General Faculty:

Only full-time Assistant Professors, Associate Professors, and Professors appointed by the University shall be eligible for representation in and election to the Faculty Senate. 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 with at least one General Faculty shall be entitled to representation in the Faculty Senate according to the following formula:

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

Each college or school with at least one General Faculty shall be entitled to at least one representative. Nomination and election procedures shall be the exclusive purview of the college or school.

- i. 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 General 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.
- ii. 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.
- iii. Each unit may elect, according to a procedure which 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.

b. For the Specialized Faculty:

There shall be ten Specialized Faculty Senators. At least one Specialized Faculty Senator will be Research Faculty, at least one Specialized Faculty Senator will be Teaching Faculty, and at least one Specialized Faculty Senator will be University Libraries Faculty. There will be at least one Specialized Faculty Senator from each of the four largest (in terms of Specialized Faculty) units, and at least five units must be represented by Specialized

### **Faculty Senators.**

- i. 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 Specialized Faculty. The Faculty Senate Coordinator shall on February 15 of each year determine the number to be elected that year and shall notify the Senate Steering Committee.
  - ii. The Specialized Faculty shall elect its representatives for two-year terms, in accordance with the procedure specified in the Senate bylaws. Terms shall begin with the regular April meeting of the Senate of the election year.
  - iii. Alternate representatives who may serve whenever illness, professional travel, or other obligations make it impossible for the designated Senator or Senators to be present are selected as specified in the Senate bylaws. 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 **and Specialized** 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 representatives of the Specialized Faculty shall serve on the Steering Committee at any given time. Representatives of the Specialized Faculty are not eligible to serve as the Chair or the Vice Chair of the Steering Committee. The Steering Committee 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 Faculty and other interested parties.
4. The right to address the Faculty Senate shall be granted to any member of the General 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 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. 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 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.
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