

FACULTY SENATE MEETING

November 13, 2002

Dodd Hall Auditorium

3:35 p.m.

I. Regular Session

The regular meeting of the 2002-2003 Faculty Senate was held on Wednesday, November 13, 2002. Senate President Auzenne presided.

II. The following members attended the Senate meeting:

D. Abood, V. R-Auzenne, M. Baldwin, G. Bates, S. Blumsack, G. Boggs, J. Clendinning, J. Cobbe, C. Conaway, C. Connerly, W. Cooper, J. Cowart, C. Darling, P. Dean, L. Dehaven-Smith, L. Edmondson, G. Erlebacher, J. Fiorito, S. Fiorito, J.C. Galeano, P. Garretson, T. Glenn, T. Gomory, V. Hagopian, K. Harris, L. Hawkes, H. Hawkins, S. Huckaba, A. Imershein, C. Imwold, I. Jones, A. Kalbian, W. Landing. K. Laughlin, W. Leparulo, R. Leushuis, R. Light, C. Madsen, N. Mazza, W. Modrow, D. Moore, J. O'Rourke, T. Ohazama, A. Payer, G. Peterson, M. Rosal, D. Seaton, F. Standley, J. Stanley, L. Van Dommelen, D. Von Glahn, V. Walker, P. Wright.

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

S. Allen, B. Atkins, R. Atkinson, J. Beckham (**B. Schultz**), F. Berry, M. Bonn, D. Boroto, J. Bowers, R. Braswell, J. Brown, P. Cottle, R. Deyle, B. Ellingson (**J. Ahlquist**), J. Elsner, L. Epstein, J. Flannery, L. Flynn, K. Glendenning, J. Grant, C. Greek, C. Hardiman, E. Hilinski, J. Kline, D. Kuhn, S. Lewis (**S. Alotaiba**), P-E. Lin, S. Losh, R. Mariscal, T. Matherly, T. McCaleb, G. Papagiannis, C. Pfaff, K. M-Pietralunga, D. Rasmussen, P. Rawling, R. Reeves, R. Reiser, J. Renwick, M. Seidenfeld, A. Simotes, S. Sirmans, J. Sobanjo, R. Turner, C. Ward, S. Wood (**E. Pappamihiel**).

III. Approval of the minutes

The minutes of the October 16 Senate meeting will be presented for approval at the December meeting.

IV. Approval of the agenda

The agenda was amended to allow Associate VP Harrison to make her report after the special order of business. The amended agenda was approved.

V. Report of the Steering Committee, J. Cobbe

The Steering Committee has met four times since the last Senate meeting, including our monthly meeting with the Provost [the President was out of town and unable to attend], and a more than one hour meeting with Bill Funk, the executive search firm consultant to the Presidential Search. Members of the Steering

Committee also participated in interviewing candidates for the post of Dean of Graduate Studies.

Much of our time has been taken up with discussion of various issues concerning the presidential search, and the implications of the passage of Amendment 11, changing the governance structure for the state university system. Dealing with the latter first, it is clear that as of January 7, the current Board of Trustees ceases to have any authority. What will happen as of that date is as yet wholly unclear, although there is widespread speculation that one member from each University Board of Trustees will be appointed to the new Board of Governors for the system, and the remaining Trustees all re-appointed. Interpretations of the implications of the constitutional change, and the statutory legal basis for University operations once the constitutional amendment comes into effect, vary very widely. It is likely both that the courts may be involved in clarification of the legal situation after January 7, and that implementing legislation will be passed during the next legislative session, the details of which cannot at this point be predicted with any confidence.

During our meeting with the Provost, we were reassured by the Provost that the University does have some reserves held against the possibility of any in-year budget cuts. Separate from those reserves, there are moneys held with the intent of implementing small merit salary increases for faculty and staff. We also discussed with the Provost the plagiarism-detection software Turnitin, which the University is considering subscribing to. The Steering Committee recommended that Larry Dennis of ODDL, which will provide staff support for implementation of this

software, meet with the UPC and GPC to gain their approval for use of the software and work out details of implementation.

We also discussed with the Provost our concerns about the use of SUSSAI reports, particularly their use to identify individual faculty to be targeted for assistance with improving their teaching, an issue that the Council of Deans is addressing in a draft policy. The Provost expressed his agreement with us that one or two SUSSAI reports can in no way substitute for the full, normal, annual evaluation process.

We had a very wide-ranging and frank discussion with Bill Funk on the presidential search process. He expressed his concerns, which include the tight time scale, the search in the sunshine aspect, and the competition with other searches for new Presidents of major Universities, and the uncertainties surrounding the governance situation in Florida. We filled him in on some aspects of the background, including the faculty's great concern about the absence of any representative of the physical sciences on the Search Advisory Committee as a result of two of the Senate's recommended slate not being accepted by the Trustees. Mr. Funk assured us that his expectation was that all candidates, regardless of when their names came forward, would be vetted by his firm. He also strongly affirmed that he believed that the Florida State University was an attractive Presidency, because the institution is better than it is widely seen to be, and that it is within striking distance of such goals as membership of the AAU. To move us in this direction, he agreed that we needed a President with strong academic credentials and credibility. We also gave him additional information on the strengths and

weaknesses of the institution, and of the qualities we believed desirable in a President to meet the challenges we face and take advantage of the opportunities before us. In this context, we stressed the importance of selecting a candidate with strong academic experience and credentials who will command respect from both the FSU faculty and his or her peers at other institutions.

Lastly, information available to the Steering Committee suggests that the Trustees are receiving many communications about the presidential search from other University constituencies. In these circumstances, the steering committee is strongly of the view that the previous stricture from President D Alemberte that faculty should not communicate directly with Trustees does not apply to the presidential search. With respect to the presidential search, the steering committee believes it is not only appropriate but highly desirable that faculty communicates their views directly with the Trustees. Similarly, faculty are encouraged to nominate potential candidates for the Presidency; such nominations should include the nominee s name, title, institution, and contact details if available, together with the name of the nominator. They can be made by email either through the Presidential Search links on the FSU homepage, or direct to Bill Funk.

VI. Special Order: Update on Presidential Search Committee, V. Richard Auzenne

At the October 25 Board of Trustees conference call, Chairman Thrasher announced his recommendations for members to serve

on the Presidential Search Advisory Committee. The Board accepted these recommendations without modification.

As we all know, four of the Senate's six nominees were appointed to the PSAC. Prior to the BOT conference call, Steering Committee members contacted Chairman Thrasher and other Trustees to express our reservations regarding his proposed selection of faculty representatives. In particular, Steering Committee members voiced grave concern about the absence of a representative from the sciences. Some Trustees were sympathetic to these concerns, but a motion during the conference call from Trustee Uhlfelder to add Kirby Kemper to the PSAC was defeated.

At the urging of President D'Alemberte and Steering Committee members, Chairman Thrasher is arranging to meet with the CRC (Council on Research and Creativity) regarding the search.

As mentioned in Senator Cobbe's report, the Steering Committee met at length with Bill Funk from the Korn/Ferry International search firm. Mr. Funk has placed over two hundred candidates in top-level university positions. We had a candid and wide-ranging discussion of the ideal candidate for our next President and of ways to attract highly qualified applicants with strong academic credentials. We emphasized to Mr. Funk the need for a candidate who can enhance the University's national visibility. We also discussed our concerns about the search process and the importance of setting a positive precedent for the State University System.

This morning was the first meeting of the Presidential Search Advisory Committee. Chairman Thrasher opened the meeting by recognizing President D'Alemberte, who expressed his confidence that recent governance changes will not have an adverse effect on the search. Chairman Thrasher then outlined the charge to the committee. He noted that the search may be operating on a even more accelerated timetable given the passage of Amendment 11, but emphasized the need for the committee to move expeditiously without sacrificing the quality of the process or of opportunities to screen top candidates. The committee's charge is to assist the Board of Trustees in identifying potential candidates in a timely manner and to recommend these candidates for consideration by the Board. These recommendations will go directly to the full Board, both because of the short timeframe and because so many Trustees have expressed their desire to be part of the process.

Mike Cramer from the General Counsel's Office briefed the committee on the Sunshine and Public Records Laws as they apply to the search.

Bill Funk then discussed his role in the search, indicating that shortly after he was retained, he sent hand-signed letters (many with personal notes) to a list of over six hundred people in higher education that he knows personally. These are leaders of major universities, from whom he has already begun receiving recommendations and ideas about recruitment strategies. He stressed his commitment to diversity, noting that his list includes over 100 women as well as over 100 people of color. In addition, he has contacted the Offices of Women and of Minority Affairs at

the American Council of Higher Education and has himself begun contacting individuals whom he considers to be good prospects for the position. PSAC members were also given prototypes of a brochure describing the search that will be sent to all potential candidates as well as to friends of the University who are being contacted for input about the search.

Mr. Funk stated that while the proposed timeline for the search is ambitious, it seems workable and may have the advantage of easing the concerns of candidates who do not wish to have their names made public for an extended period. All nominations will be recorded and updated weekly, with a notation regarding those who have declined, and all completed applications will be forwarded to the PSAC. Candidates' files will be kept in a central location in Westcott for review. Once a pool has been established, Mr. Funk will recommend what he sees as the 5-10 strongest candidates and will include background information drawn from a Lexus-Nexis search in their files. PSAC members will have an opportunity to add or remove candidates at this stage and will draw up a list of candidates they wish to bring to campus for 90-minute interviews. From this pool, it is anticipated that three or four names will be forwarded to the Board.

The PSAC meeting to discuss the interview pool will take place on December 4th or 5th and interviews should be conducted shortly after that.

Mr. Funk encouraged PSAC members and others to forward nominations to him as soon as possible. These can be sent via email using the address on the Presidential Search website.

Participation by faculty members is a crucial part of this process and I want to reiterate Senator Cobbe's invitation to Senators to contact Trustees with their input regarding the search.

Senators questioned the absence of a scientist on the Presidential Search Committee. Senate President Auzenne reminded the Senate that the BOT allowed each trustee to submit a name and the BOT chose to accept a name submitted by a trustee in place of the name of Kirby Kemper submitted by the Senate. Chairman John Thrasher has agreed to meet with the CRC. Senate Light suggested that Chairman Thrasher should also include a meeting with the Science Area Committee.

Some Senators still voice concern over the timeline presented by the BOT. Senate President Auzenne told the Senate that this issue was discussed with Bill Funk, President of Korn/Ferry. Two major reasons for not extending the deadline are:

- 1) The passing of Amendment 11, along with President D'Alemberte's decision to leave in early January.
- 2) Mr. Funk strongly believes that the longer a search takes to complete the fewer and weaker the candidates become. Anyone worthy of accepting a position does not want to leave him or herself open for a long period of time.

VII. Announcements of Deans and administrative officers

a. Update on SACS, D. Harrison

Associate VP Harrison provided the Senate with a report (**attached as addendum I**). The importance of this process is

evident from the commitment of all of the participants. If you or your colleagues are involved in this review, you deserve a generous 'thank you' from your department heads.

VIII. Reports of Standing Committees

a. Graduate Policy Committee, G. Bates

Senator Bates presented the following motion from the Graduate Policy Committee:

It is moved that the College of Medicine be permitted to use an academic probation standard of 2.5 GPA, rather than the normal university-wide standard of 3.0, and that this new standard be made retroactive as of May 13, 2002.

This motion was moved and seconded.

Rationale behind this motion is based on three (3) issues:

- 1) An integrated curriculum in the College of Medicine
- 2) Doctoring courses have been changed to S/U grading
- 3) A 2.5 gpa is consistent with other medical schools in this country

The Senate voted to approve this motion.

b. Evaluation Committee, E. Walker

Professor Walker gave a brief update on the progress of the Evaluation Committee. The committee has met three times and will have one more meeting before the holidays. Several

instruments used successfully at peer institutions are being reviewed. They will have a recommendation to bring to the Senate early next year.

IX. Unfinished Business

There were no items of unfinished business.

X. New Business

Senator Jack Fiorito presented the following motion

“The FSU Faculty Senate supports faculty choice in collective bargaining, and supports holding an election to determine that choice. To this end, the Faculty Senate encourages faculty and professional staff to sign a Collective Bargaining Authorization Card, as the collection of such cards is necessary to assure that an election is held.

Note: The Faculty Senate recognizes that the Collective Bargaining Authorization Cards being circulated by the United Faculty of Florida (UFF) ask the signer to designate the UFF as one’s bargaining agent. This means that in the event that FSU agrees to a voluntary recognition procedure as encouraged by law, these cards may be used in lieu of ballots to determine whether a majority of eligible voters favor UFF representation.”

The motion was seconded.

Senator F. Standley asked how many cards the UFF needed to hold an election. Senator Fiorito stated that 30% of FSU's faculty are required by the local chapter, however, he went on to say that the state chapter wanted to have a 60% return in order to hold an election. Senator Standley stated that this gives the impression that the state chapter wants to know the outcome before the election takes place.

Senator Glenn Boggs spoke against the motion. He stated that he thought the motion as presented would be interpreted as endorsing the UFF.

Senator Lance DeHaven-Smith moved to amend the motion and delete the second paragraph, beginning with the "Note:...representation." This motion was seconded.

After discussion of this motion, Senator Cobbe moved to amend the previous motion to strike all but the first sentence. His motion was seconded. The amended motion reads:

"The FSU Faculty Senate supports faculty choice in collective bargaining, and supports holding an election to determine that choice".

Several Senators spoke for and against this motion.

The Senate voted to approve the amended motion presented by Senator Cobbe.

Senator Meg Baldwin moved to add back the original language of the motion, but add the following in place of the Note section. The entire new motion read:

“The FSU Faculty Senate supports faculty choice in collective bargaining, and supports holding an election to determine that choice. To this end, the Faculty Senate encourages faculty and professional staff to sign a Collective Bargaining Authorization Card, as the collection of such cards is necessary to assure that an election is held.

This resolution is not intended to express a preference on the part of the Faculty Senate for a particular bargaining agent, or for or against representation.”

This motion was seconded.

Senator Boggs spoke against this motion.

The Senate voted NO to this amended motion.

Senate President Auzenne called for a vote of the amended motion presented by Senator Cobbe.

The Senate voted to approve to this motion:

“The FSU Faculty Senate supports faculty choice in collective bargaining, and supports holding an election to determine that choice”.

XI. University Welfare

Senate President Auzenne encouraged Senators to pick up a copy of the announcement left on the table from Dennis Moore, chair of the Primary Sources Materials subcommittee of the Library Committee. There will be two rounds of applications for mini-grants. Please share this information with your colleagues.

XII. Announcements of Provost Abele

Provost Abele was not available for today's meeting.

XIII. Announcements of President D'Alemberte

President D'Alemberte stated that the presidential search is right on track and the process is moving along. He supports the BOT's decision to use a search firm and agrees with the timelines established.

He stated there are several major gifts that will be announced very shortly.

When asked what his 'retirement' plans were, he stated that he hopes to be able to return to the Law School as a faculty member. This is a decision the BOT will address at their next meeting, as President D'Alemberte is in the DROP and special approval will be needed.

XIV. Adjournment

The meeting adjourned at 5:15 p.m.

Janis D. Sass
Secretary to the Faculty