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FACULTY SENATE MEETING
November 19, 2003
Dodd Hall Auditorium
3:35 p.m.

I. Regular Session

The regular session of the 2003-04 Faculty Senate was held on Wednesday, November 19, 2003. Steering committee vice-chair Jim Cobbe presided in the absence of the Senate President.

Professor Meg Baldwin is the new parliamentarian.

II. The following members attended the Senate meeting:

M. Allen, A. Archbold, R. Atkinson, T. Baker, M. Baldwin, C. Beeler, F. Berry, S. Blumsack, G. Boggs, A. Boutin, B. Bower, F. Buena, J. Clendinning, J. Cobbe, R. Coleman, C. Connerly, L. Edwards, B. Ellington, J. Fiorito, S. Fiorito, J. Flannery, J. Geringer, V. Hagopian, C.J. Hardiman, H. Hawkins, E. Hilinski, D. Houle, A. Imershein, A. Kalbian, B. Kemker, W. Landing, S. Lauterbach, W. Leparulo, N. Mazza, T. McCaleb, W. Modrow, D. Moore, J. O'Rourke, A. Payer, G. Peterson, P. Rawling, P. Rikvold, A. Sang, S. Sirmans, S. Southerland, B. Stiftel, J. Taylor, R. Turner, L. Van Dommelen, E. Walker, C. Ward, B. Warf, J. Wulff, K. Yang.

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

D. Abood, A. Arnold, V. R-Auzenne, C. Barrilleaux, G. Bates, M. Bonn, D. Boronto, J. Brown, M. Childs, P. Coats, W. Cooper, C. Darling (**Sathe**), F. Davis, L. Dehaven-Smith, J. Dexter, P. Doan, L. Epstein, L. Flynn, K. Glendenning, T. Gomory, J. Grant, C. Greek (**B. Bullington**), D. Gussak, T. Glenn (**T. Welsh**), K. Harris, T. Hart, R. Herrera, I. Jones, D. Kuhn, R. Leushuis, S. Lewis, S. Losh, V. MacDonald, C. Madsen, T. Matherly, L. Odom, J. Peterson, C. Pfaff, K. Pietralunga-Myers, J. Quine, R. Reiser, M. Rosal, E. Schroeder, D. Seaton, J. Sobanjo, S. Sommer, J. Standley, M. Young.

III. Approval of the Minutes

The minutes of the April 23 and September 17 meetings were approved as distributed.

IV. Approval of the Agenda

Item III on the agenda was deferred to the December meeting. Under item VI on the agenda, Jason Johnson will give a presentation on FIGs during the Liberal Studies Committee report. The agenda was approved as amended.

V. Report of the Steering Committee, J. Cobbe

The Steering Committee has met four times since our last Senate meeting, including our monthly meeting with the President [the Provost was sick and unable to attend]. We also met with Dianne Harrison and Dave Hart to discuss the new Athletics Committee and developments in that area; with Dean of the Faculties Anne Rowe and Dean of Undergraduate Studies Karen Laughlin; and with our consultant on FIGS, Freshman Interest Groups, Jason Johnson, who is on our agenda later today. In addition members of the steering committee attended Board of Trustees committee meetings, and Senator Chuck Connerly addressed the Board of Trustees on behalf of the Senate.

In our meeting with President T.K. Wetherell, the President briefed us on developments with respect to Scripps and the Mag Lab, and expressed his confidence that eventually the University will receive the State help with respect to the Mag Lab that has been requested. He also briefed us on his plans for the compensation package that was presented to and approved by the Board of Trustees last week, and on the process the administration planned to adopt with respect to collective bargaining with faculty and staff. He also informed us that by next year there would be an on-line distribution process in place for student football tickets to avoid incidents before high-demand games like that before this year's Miami game. We emphasized to the President our hope that final decisions on promotion and tenure cases would be made as quickly as possible after the University committee makes its recommendations, in the interests of both the candidates and the institution.

The steering committee has corrected some errors in committee memberships, and a corrected list of memberships will be available at our December meeting. Over the next few months, it is our intention to considerably enlarge and enhance the presence of the Faculty Senate on the web, and part of that process will be having a single gateway to web pages for our more important committees, and posting our committee memberships, minutes, and other Senate information in an easily accessible manner on the web.

In our meeting with Dean of the Faculties Anne Rowe, we learned that the Dean of Faculties is engaged in a joint initiative with Human Resources whereby some HR staff are physically present in the Dean of the Faculties office to assist with faculty personnel matters. The intent is to provide back-up resources on personnel matters to the Dean of the Faculties office; the HR personnel in the Dean of the Faculties office report to the Dean of the Faculties, and all faculty

personnel functions remain physically in the Dean of the Faculties office. The system is under evaluation, and either side can withdraw from the current arrangement if they are unhappy with it.

We discussed the FIGS idea at some length with the consultant, Jason Johnson, from the University of Washington. Since he will be speaking later, I will not steal his thunder, but just note that the steering committee strongly supports this initiative. In our meeting with Dean of Undergraduate Studies Karen Laughlin, we discussed concerns her office has with current University policies on drops and forgiveness policy, and possible suggestions for changes in those policies. We recommended that she take these concerns and suggestions to the UPC and GPC before formulating a formal policy proposal or proposals for consideration by the Steering Committee and Senate.

We were approached by the Congress of Graduate Students [COGS] about representation of COGS at Faculty Senate and Senate committees. We reiterate that the membership of the Senate itself is defined in the Florida State University Constitution, and membership of our committees is defined in our Bylaws. However, all Senate and Senate Committee meetings are always open to anyone who wishes to attend [with the exception of meetings dealing with Grievance and SARC matters concerning individuals], and representatives from COGS are, of course, therefore welcome to attend all our meetings and speak when recognized by the chair, like any other visitor.

Finally, on behalf of the Steering Committee, I offer the following resolution for consideration by the Senate:

“Be it resolved that the Faculty Senate offers our gratitude and commendation to President and Mrs. T. K Wetherell for their unique and most generous gift to the University.”

The resolution passed without objection.

VI. Special Order: N. Marcus, Report on the Status of Women

The task force was established in the summer of 2001 by the Provost. They were assisted by the Survey Research Laboratory in the College of Social Sciences and a graduate assistant.

The mission is to ensure an equitable work environment for all faculty at Florida State University. Initially the Task Force engaged in a climate study to determine past and current practices relative to encourage success for all faculty.

The task force took a multi pronged approach. They set up focus groups to define the issues; written survey of the faculty; analysis of institutional data; and analysis of the HERI data sets from 1995 and 2000.

The full report can be found at Stozier Library and Dirac Library. It is also on the web at <http://survey.coss.fsu.edu/TaskForce/>.

Between 1996 and 2002 there was virtually no change in the gender of tenured faculty at the university. It remained at right around 29%. The School of Nursing has the highest percentage of women faculty and the College of Engineering has the lowest. Also during the same period the number of women in leadership positions (i.e. directors, chairs and deans) remained steady between 20% and 27%.

The written survey examined experiences and perspectives of women and men primarily in regard to promotion and tenure, and the climate for faculty at FSU. Approximately 50% of the faculty responded to the survey. There were several reoccurring themes in regards to the differences in the experiences of women and men in: the Assignment of Responsibilities (AOR), annual evaluations, P & T process and recognitions.

The five key problems are:

1. The percentage of women on the faculty has not changed during the last 10 yrs.
2. The P & T experience differs by gender.
3. Too few women and people of color are full or eminent professors.
4. Women's work is not recognized.
5. The administration is heavily male.

We also recommend forming a senior women's council appointed by the Provost and establishing a women's resource center that will monitor faculty and staff issues.

VII. Reports of Standing Committees

a. Teaching Evaluation Committee, E. Walker

Amendment to the Faculty Senate bylaws.

The Teaching Evaluation Committee shall consider University-wide policies and procedures relating to the evaluation of teaching, which includes but is not limited to the use of student surveys. The Committee shall consist of nine faculty members appointed by the Steering Committee, with the advice and consent of the Senate, for staggered three-year terms. The Dean of the Faculties, the Coordinator of Instructional Development, and the Coordinator of Assessment Services shall serve as ex officio members. The chairperson shall be appointed by the Steering Committee from the faculty representatives. The Committee will make its recommendations to the Steering Committee, which will transmit the recommendations to the Senate for action.

The amendment to the Faculty Senate bylaws was approved.

b. Liberal Studies Committee, A. Imershein

A. Background

This is the first report of our committee to the Senate since the committee was established last year, so some brief history might be in order to provide context for our current activities and, especially, our guest speaker today.

Approximately eight years ago two Commissions were established by the University President to consider the future of FSU. Among other recommendations both committees urged a review and re-invigoration of the long-standing liberal education tradition at the University. In response to those recommendations the Faculty Senate established a Task Force on Liberal Studies and the Future of FSU. This committee met frequently (!) for two years and presented the Faculty Senate Steering Committee with a Report and set of recommendations in June, 1999. Core to its recommendations was that considerable effort be placed on promoting a greater "culture of learning" at FSU.

Delayed for a year due to other pressing matters, the Faculty Senate in 2000-2001 reviewed at length and approved with modifications the Report of the Task Force. One of those recommendations was that the Senate establish a standing coordinating committee on Liberal Studies. The Senate did so. Among the charges of the committee are to coordinate the activities of the range of groups involved in the Liberal Studies Curriculum, to find ways where possible to enhance that Curriculum, and to make its characteristics more visible and more recognizable as central to FSU's long-standing tradition of liberal education.

B. Current Activities

After deliberating much of last year, the Committee presented its first set of recommendations in June, 2003, in a meeting with the Faculty Senate Steering Committee. What I present to you here today comes from meeting, as well as a brief review of our ongoing activities since then.

1. FSU should build on its already developed programs, e.g. Living Learning programs, Honors Programs, and others, that enhance FSU as a learning community for its students. By their nature they can serve limited numbers of students; so we should seek other programs and methods as well. In particular, we should explore educational alternatives, such as paired, group, or clustered courses organized around themes and/class levels.

Many universities around the country have established Freshman Interest Groups –or FIGS -- with great success. FIGS have been seen as a means to promote greater connections among students around classes and intellectual issues, to aid in the advising process, to reduce student isolation during their first year, and hence to promote retention of FTIC students. That work is the focus of our guest speaker here to day from the University of Washington, and I will say no more about FIGS, lest I steal some of his thunder.

2. The committee recommends that we review the allocation of Liberal Studies credit hours into those courses that are closer to “Basic Studies” requirements—that many students have already completed in some fashion before arriving at FSU, and those courses that fall into what we have more traditionally considered core to a broad liberal education. The latter course groups might also be expanded or enhanced. The Committee sees this regrouping as providing opportunities for both students and faculty to develop innovations within the liberal studies curriculum without requiring any changes in its basic structure. The Committee has developed some guidelines and standards for these “enhanced” liberal studies courses, and is currently working with the Undergraduate Policy Committee on how these opportunities can be developed.

3. Finally, but importantly, the Committee is seeking ways make liberal education more visible as a tradition that can promote a “culture of learning” and to place our liberal studies curriculum within that context. Too often incoming students have little knowledge of this tradition and instead see liberal studies requirements as just something to get past to get on to the “serious” business of completing their college degree. Also, graduate students, who often teach liberal studies courses, are sometimes unaware that their course is part of liberal studies and/or the tradition and context into which these courses fall—or should fall. Accordingly, the Committee seeks to work with and assist other key groups in promoting greater knowledge of this tradition and its attendant “culture of learning.” Many groups are involved at one level or another of this learning/teaching process: for example, those involved in the Orientation process and First Year Experience, Advisors and advising groups in guiding students to put together a coherent and meaningful program of studies, the Program for Instructional Excellence in providing workshops for graduate students (and faculty) who may be teaching liberal studies courses. Many of these groups are already building in components that help students and teachers to be more aware of liberal education as central to a high quality college education. We want to help.

4. I would like now to introduce another member of our committee, David Johnson, who has done yeoman’s–yeo-person’s work in investigating

FIGS at other universities around the country, and who will introduce our guest speaker.

Freshman Interest Groups (FIGs), J. Johnson, University of Washington

FIGs are theme-based, pre-packaged course schedules for freshmen offered in the first quarter/semester only. The organization is of existing courses, within the existing curriculum. There are no new courses and there is not a general education structure.

Sample Schedule:

Complete Schedule

Communication (5cr)

+

Psychology (5cr)

+

Expository Writing (5 cr)

+

General Studies (2cr)

=

17 quarter credits

Partial Schedule

(Optional Course) (0-5cr)

+

General Chemistry (5cr)

+

Calculus I (5 cr)

+

General Studies (2cr)

=

12-17 quarter credits

FIG themes:

By discipline: humanities, social sciences, natural sciences

By profession: engineering, business, health care

By special focus: residential, multicultural, service learning, women in science and engineering

General Studies 199: "The University Community" is Included in every FIG; 2 credits, pass/fail; counts as elective credit; led by undergraduate "FIG Leader"; common syllabus and final project.

FIG program benefits for students are enhanced social and academic

connections and simplified course registration process. Benefits for the institution are that it contributes to student persistence and retention is conceptually simple and economical and fosters—but does not require—curricular innovation.

Sample FIGs: Florida State

Complete Schedule

Shared Course #1 (3)
 +
 Shared Course #2 (3)
 +
 Shared Course #3 (3)
 +
 Shared Course #4 (3)
 +
 “Seminar” Course (1)
 =
 13 semester credits/hours

Partial Schedule

Shared Course #1 (3)
 +
 Shared Course #2 (3)
 +
 Shared Course #3 (3)
 +
 Course(s)-of-Choice (3+)
 +
 “Seminar” Course (1)
 =
 10+ semester credits/hours

VIII. Unfinished Business

There were no items of unfinished business.

IX. New Business

Damian Nasty, Speaker of the House of the College of Graduate Students has requested representation on the Faculty Senate and their committees. He will make a formal request at a later date.

X. University Welfare

Jack Fioritio announced that the Collective Bargaining Committee will meet with the President and Dean of the Faculties Anne Rowe to talk about how to get started with the bargaining process.

XI. Announcements by Deans and other administrative officers

There were no announcements.

XII. Announcements, Provost Abele

The Provost had no announcements.

XIII. Announcements, President Wetherell

President Wetherell was not in attendance.

XIV. Adjournment

The meeting adjourned at 4:40 p.m.

Melissa Crawford
Secretary to the Faculty