

AGENDA
FACULTY SENATE MEETING
Moore Auditorium
March 13, 1991
3:45 p.m.

- I. Approval of the minutes of the February 13, 1991 meeting
 - II. Approval of the agenda for the March 13, 1991 meeting
 - III. Report of the Steering Committee, F. Leysieffer
 - IV. Special Order: The Honoring of President Sliger
 - V. Reports of Special Committees
 Presidential Search Advisory Committee
 - VI. Reports of Standing Committees
 - a. Undergraduate Policy Committee, P. Wright
 Liberal Studies/Multicultural Course Approvals
 - b. Budget Advisory Committee, F. Standley
 - c. Library Committee, J. Waggaman
 - VII. Unfinished Business
 - VIII. University Welfare
 - IX. Announcements of Deans and other administrative officers
 - X. Announcements of the President of the University
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ANNOUNCEMENT

The Faculty Senate and the University Club will host the University Club Wednesday Social in Beth Moor Lounge in Longmire immediately following the Senate meeting. This Social is to honor President Sliger. The University Club will collect \$1.50 to help defray their expenses. Everyone is invited to attend.

THE NEXT SENATE MEETING WILL BE APRIL 10, 1991



The Florida State University
Tallahassee, Florida 32306-1030

Faculty Senate
904-644-6876

FACULTY SENATE MEETING

Moore Auditorium

March 13, 1991

3:45 p.m.

I. Regular Session

The regular session of the 1990-1991 Faculty Senate met on Wednesday, March 13, at 3:45 p.m. Senate President Alan Mabe presided.

The following members were absent. Their alternates who were present are listed in parentheses. R. Allen, T. Anderson, K. Balkus, B. Banoff, D. Behrman, D. Boroto, T. Campbell, P. Dean (M. Shannahan), G. DeVore, P. Elliott, M. Ellis, C. Emihovich, M. Frumkin, P. Gielisse, W. Haas, R. Hagen, J. Hurn, M. Launer, P. Levine, J. Lunstrum, P. Martin, E. Mellon (E. Hilinski), B. Menchetti, J. Mitchell, T. Moerland, J. Mundy, W. Oliver, W. Outlaw (T. Miller), J. Piersol, M. Ponce, D. Rasmussen, S. Rollin, A. Rowe, R. Smith, A. Thomas, B. Tuckman, W. Veal.

The Senate stood in a moment of silence for Governor Leroy Collins who died March 12, 1991.

II. Approval of the minutes

The minutes of the February 13 meeting were approved as circulated.

III. Approval of the agenda for the March 13 meeting

The agenda for March 13 was approved as circulated.

IV. Report of the Steering Committee, F. Leysieffer

The Faculty Senate Steering Committee met four times since our last Faculty Senate meeting and once with President Sliger.

police department as doing a fine job considering that no additional positions have been added in 10 years. Several people involved in the recent assaults will be arrested by the end of the week.

X. Announcements of the President of the University

President Sliger stated the death of Governor Leroy Collins would be a great loss to the State of Florida.

He said that there would not be any more budget cuts this year but a projected cut of 3.6% would probably occur next year.

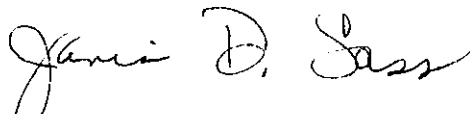
He reported that at the recent Council of Presidents' meeting, a plan to centralize more of the functions of the Press in Gainesville was approved 7 to 2 with USF and FSU voting against.

President Sliger suggested that faculty talk to legislators about the proposed changes in the 12 hour law. His experience has been that such interactions usually have positive results.

He thanked the Senate again for the plaque.

XI. Adjournment

The meeting adjourned at 4:55 p.m.



Janis D. Sass
Secretary to the Faculty

Florida State University Faculty Senate

RESOLUTION II

Whereas, average faculty salaries by discipline and rank at FSU are significantly below those at graduate research institutions in the southeast and alarmingly low in comparison to salaries at peer institutions throughout the country, and

whereas, the university is experiencing extreme difficulty recruiting the best qualified candidates for positions at the university or retaining valued faculty members in the face of highly attractive offers from other institutions, and

whereas, faculty members in all disciplines and at all ranks are experiencing the harmful effects of both salary compression and salary inversion vis-à-vis new hires at FSU, and

whereas, faculty members in all disciplines and at all ranks are experiencing the harmful effects of both salary compression and salary inversion in comparison to starting salaries offered by other universities to PhDs trained here at FSU, and

whereas, the salary situation at Florida State University has been fairly characterized by the Provost as a crisis,

BE IT RESOLVED that the Faculty Senate strongly endorse the efforts already undertaken by the President and the Provost to remedy this situation via special action on the part of the Florida Legislature or the Board of Regents and urge continuation of such efforts;

BE IT FURTHER RESOLVED that the Faculty Senate strongly urge the central administration to adopt intra-university policies that would address and correct the worst abuses of salary compression/inversion within each discipline;

BE IT FURTHER RESOLVED that the Faculty Senate strongly urge the central administration to adopt as its highest priority an intra-university policy of *meaningful* and *adequate* salary minima in rank, regardless of discipline, recognizing the combination of training, experience, and successful performance over many years which is inherent in the attainment of each academic rank. Recommended minimum nine-month target salaries by rank are:

Professor	\$50,000
Associate Professor	\$40,000
Assistant Professor	\$30,000
Instructor	\$23,000

BE IT FURTHER RESOLVED that the central administration develop a plan for assuring that salaries of all FSU faculty reach at least these minimum levels for their current rank within three years (*i.e.*, by academic year 94-95) and that, after implementation of this plan, salaries of newly promoted FSU faculty reach at least these minimum levels within three years of achieving the new rank.

BE IT FURTHER RESOLVED that after these minima have been achieved the situation not be allowed to deteriorate once again, and that all efforts be made to ensure that the minima will rise appropriately over time.