



**The Florida State University**  
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**AGENDA**  
**FACULTY SENATE MEETING**  
**WEDNESDAY, APRIL 20, 2005**  
**DODD HALL AUDITORIUM**  
**3:35 P.M.**

- I. Approval of the minutes, March 16, 2005 meeting
- II. Approval of the agenda, April 20, 2005 meeting
- III. Election of the Faculty Senate President, V. Richard Auzenne
- IV. Election of the Steering Committee, D. Seaton
- V. Report of the Steering Committee, J. Cobbe
- VI. Reports of Standing Committees
  - a. Undergraduate Policy Committee, S. Lewis
  - b. Library Committee, R. Rill
- VII. Special Order: Electronic Grade Submission, K. Barber
- VIII. Special Order: Academic Learning Compacts, B. Bradley
- IX. Old Business
- X. New Business
- XI. University Welfare
- XII. Announcements by Deans and other Administrative Officers
- XIII. Announcements by Provost Abele
- XIV. Announcements by President Wetherell



**A RECEPTION WILL IMMEDIATELY FOLLOW THE MEETING**



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**MINUTES  
FACULTY SENATE MEETING  
APRIL 20, 2005  
DODD HALL AUDITORIUM  
3:35 P.M.**

**I. Regular Session**

The regular session of the 2004-05 Faculty Senate was held on Wednesday, April 20, 2005. Faculty Senate President Valliere Richard Auzenne presided.

**The following members attended the Senate meeting:**

**N. Abell, D. Abood, J. Ahlquist, E. Aldrovandi, M. Allen, A. Archbold, A. Arnold, V. Richard Auzenne, J. Baker, T. Baker, B. Bower, J. Bowers, F. Bunea, G. Burnett, S. Carroll, D. Clendinning, J. Clendinning, P. Coats, J. Cobbe, R. Coleman, C. Connerly, M. Cooper, T. Crisp, L. deHaven-Smith, L. Edwards, J. Fiorito, S. Fiorito, J. Gathegi, J. Geringer, P. Gielisse, P. Gilmer, J. Grant, N. Greenbaum, M. Guy, V. Hagopian, K. Harris, M. Hartline, L. Hawkes, H. Hawkins, P. Hensel, C. Hofacker, D. Houle, J. James, A. Koschnik, A. Lan, W. Landing, S. Lewis, S. Losh, C. Madsen, N. Mazza, L. Milligan, D. Moore, R. Morris, A. Mullis, P. O'Sullivan, J. Peterson, A. Plant, D. Pompper, T. Ratliffe, P. Rikvold, D. Schlagenhauf, S. Southerland, J. Taylor, N. Trafford, G. Tyson, C. Upchurch, E. Walker, C. Ward, J. Whyte, J. Wulff.**

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

G. Bates, A. Bathke, S. Beckman (**S. Kelly**), M. Childs, D. Corbin, V. Dobrosavljevic, J. Dodge, L. Epstein, R. Fichter, R. Glueckauf, C. Greek, E. Hull, A. Kalbian (**K. Erndl**), W. Leparulo, T. Logan, E. Madden, T. Matherly, R. Miles (**I. Eberstein**), R. Navarro, D. Odita, P. Orr, S. Palanki, A. Payer (**R. Rill**), D. Peterson, S. Pfeiffer, D. Rice, M. Seidenfeld, J. Sobanjo, J. Standley (**A. Darrow**), K. Stoddard, N. Thagard, Q. Wang.

**II. Approval of the Minutes**

The minutes of the March 16, 2005 meeting were approved as distributed.

**III. Approval of the Agenda**

The agenda was approved as distributed.

**IV. Election of the Faculty Senate President, V. Richard Auzenne**

Steering Committee Vice-Chairman Jim Cobbe was nominated and unanimously elected Faculty Senate President.

#### **V. Election of the Steering Committee**

There were no additional nominations from the floor of the Senate. There are four vacancies on the Steering Committee. The ballot for election consisted of: Jayne Standley, Sandy Lewis, Vall Richard Auzenne, Eric Walker, Beverly Bower, Ted Baker, Mark Cooper, Jane Clendinning, and Diana Rice.

On the first ballot, voting was as follows: Jayne Standley—31, Sandy Lewis—36, Vall Richard Auzenne—50, Eric Walker—29, Beverly Bower—16, Ted Baker—32, Mark Cooper—29, Jane Clendinning—22, and Diana Rice—17. Two members were elected: Sandy Lewis and Vall Richard Auzenne.

On the second ballot, voting was as follows: Jayne Standley—42, Eric Walker—32, Ted Baker—25, and Mark Cooper—33. Jayne Standley was elected.

On the third ballot Mark Cooper won with 37 votes; Eric Walker received 27 votes.

#### **VI. Report of the Steering Committee, J. Cobbe**

The steering committee has met four times since the last Faculty Senate meeting, including our monthly meeting with Provost Abele [President T.K. Wetherell was out of town and unable to attend]. In the latter, we were informed about the changes to the calculation of withholding tax deductions for nine-month faculty, to be implemented at the beginning of the summer, about which you will hear more shortly. We were also given an update on the legislative session, on tuition prospects, on collective bargaining, and on the initiative to collect and publicize data relevant to the criteria the AAU judges universities by. Earlier, the steering committee had suggested some faculty to serve as members of the Provost's committee pursuing the AAU matter. We also were given an update on the various dean searches underway, and on recent events concerning Innovation Park. Four of five finalist candidates for Dean of the College of Business have already visited campus. There are also four finalists for Dean of the Panama City Campus and four for Dean of the College of Education. An Interim Dean for the College of Arts and Sciences should be appointed soon, and a search committee for the substantive Dean will be appointed shortly thereafter. The University's best current forecast is that the First Time in College [FTIC] enrollment of freshmen in Fall 2005 will be between 5,650 and 5,750, a substantial reduction from the last few years.

Earlier, we had met with Kim Barber of the Registrar's office for a demonstration and discussion of the web-based grade reporting system, and decided that individual units – departments or colleges – could volunteer to use the system on a trial basis this Spring, with full implementation in the Summer. You will hear a report from Kim later this afternoon concerning the size of the trial, recruitment for which is now closed. We also had a long meeting and discussion with Randy Rill representing the

Library Committee, and agreed to the report and recommendations that he will be making later this afternoon.

The steering committee wishes to express its thanks and appreciation, on behalf of the entire Senate, to our parliamentarian, Meg Baldwin, who will be leaving the University over the summer.

The steering committee proposes the following dates for Senate meetings next academic year: September 21; October 19; November 16; December 7; January 18; February 15; March 15; and April 12. I move on behalf of the steering that those dates be confirmed as our meeting dates next academic year.

**The motion passed unanimously.**

## **VII. Reports of Standing Committees**

### **a. Undergraduate Policy Committee, S. Lewis**

From my frequent appearances in front of the Senate this academic year, you are already aware that the Undergraduate Policy Committee has kept itself occupied. We have reviewed 32 syllabi for approval in one of the liberal studies areas or for oral communication, multicultural, Gordon Rule, or computer competency. Efforts have been particularly focused in the computer competency area because of the recent policy change, approved by the Senate, that requires each program to designate an existing course or create a new course that satisfies the computer competency needs related to that degree. I'd like to announce that the following courses were approved at the April 13, 2005 meeting:

For Computer Competency:

- CHM 3120C: Introduction to Analytical Chemistry
- EME 2040: Introduction to Educational Technology
- MET 3220C: Meteorological Computations
- MUE: 4690 Technology for the Music Classroom
- CGS 3XXX: Object Oriented Programming with C++
- COP 4530: Data Structure, Algorithms, & Generic Programming

For Oral Communication Competency:

- The sequence of courses of EES 3040: Introduction to Environmental Engineering, CGN 4800: Pre-Senior Design and Professional Issues, and CGN 4802: Senior Design Project.

For Multicultural X:

- ANT 4352: Peoples and Cultures of Africa
- ANT 4422: Kinship and Social Organization
- ANT 2XXX: Childhood Around the World (when approved by the Curriculum Committee)

- CCJ XXXX: Crimes Against Humanity (when approved by the Curriculum Committee)

Another activity that has kept the Undergraduate Policy Committee busy has been our review of the courses approved for Liberal Studies Area III, History and Social Science. For this purpose, we asked program coordinators to prepare a written report describing the ways in which these liberal studies courses continue to meet the criteria for this area, the ways in which students are asked to synthesize information presented in these courses and analyze its application to their lives, and the ways in which individuals teaching these classes are prepared. These program coordinators then met with the UPC to discuss their findings. We would like to publicly thank the 14 program representatives who took the time to review their programs and to meet with us. In general, we were quite pleased with the reports that we received, although the large size of some of these classes presents a concern. Not surprisingly, nearly everyone mentioned that more faculty would solve this problem.

Next year, the UPC will continue this format for the review of the courses approved for Area IV, Humanities and Fine Arts.

At its last meeting, the UPC voted to recommend approval of a proposal to amend the FSU grade appeals system, which will be presented to the Senate at its first meeting in the fall. These changes are designed to clarify some of the language of the current policy and to streamline the process.

As you can see, the members of the Undergraduate Policy Committee are a hard-working group. Since there are 21 of them, I'm not going to thank them all at this meeting, but I hope that you will take the time to identify your College's representatives and recognize their fine efforts.

**b. Library Committee, R. Rill**

See Addendum 1.

**VIII. Special Order: Electronic Grade Submission, K. Barber**

Associate registrar, Kim Barber, presented a short demonstration of the electronic grade submission process. See Addendum 2.

**IX. Special Order: Academic Learning Compacts, B. Bradley**

Associate Vice President for Budgeting Bob Bradley gave a short explanation of the State Mandated Academic Learning Compacts. See Addendum 3.

**x. Old Business**

There were no items of old business.

**XI. New Business**

**a. Graduate Assistants Health Insurance Resolution**

Senator Nancy Greenbaum presented this resolution to the Senate on behalf of two of her graduate students. See Addendum 4.

Senator Greenbaum moved that in order to retain its competitive edge in graduate level recruitment, retention and the level of excellence in research, in the spirit of the mission of this university, Florida State University should substantially contribute to health benefits on behalf of graduate students, which include, but are not limited to: teaching assistants, research assistants and fellows.

**The motion passed unanimously.**

**XII. University Welfare**

**a. OMNI Issues, J. Carnaghi**

Mr. Carnaghi announce that beginning with the summer session modification have been made in OMNI to increase withholding amounts so they are similar to those used in the previous state payroll system in 2004. This cannot be made retroactive to the beginning of the calendar year.

OPS Express has been launched to make appointing an OPS person more efficient.

**b. Updates on Bargaining and Related Matters, J. Fiorito**

Good afternoon. On behalf of the United Faculty of Florida FSU Chapter, and as a fellow Senator, I'd like to welcome new Senators, and welcome back continuing Senators.

The UFF strongly supports faculty governance and the Faculty Senate as the appropriate body for academic issues. UFF, on the other hand, is the faculty's voice on employment issues, chosen in a vote of FSU faculty by a 96% margin roughly 18 months ago. The lines between academic and faculty employment issues are not always sharp, but this is rarely a problem since both the Senate and UFF are democratic bodies and the respective electorates overlap substantially. We are all faculty.

**Academic Freedom Restrictions (The "Baxley Bill" – HB 837)**

Academic freedom is both an academic and an employment issue for faculty. UFF has spoken strongly and consistently against this unwarranted intrusion on academic freedom, or like-minded efforts via administrative procedures

within the university. We hope the Faculty Senate and the university administration will join UFF in expressing their opposition forcefully.

### **Collective Bargaining Update**

For nearly 18 months a UFF faculty team and an administration team have been negotiating our first local faculty contract to replace a statewide agreement negotiated with the now defunct Board of Regents and the Board of Education. Nearly 50 bargaining sessions have resulted in tentative agreement on 30 of the 32 articles we expect in the complete contract. The two unresolved issues are faculty union rights and salaries for this academic year, 2004-2005.

We seem close to agreement on faculty union rights, but our differences on salary remain substantial. Many of you have heard that the administration has set aside funds for merit raises averaging two percent (2%) this year. Some have suggested that the faculty team should accept this. Others, the vast majority, recognize the inadequacy of this offer.

It's not even enough to offset inflation. In other words, accepting it would mean accepting a real wage cut. FSU faculty parking fees rose 11% for 2004-2005. And let's not even talk about gasoline prices! The administration's proposal also fails to address many faculty concerns about salary as revealed in survey responses from roughly 500 FSU faculty last spring (see the archives at [www.uff-fsu.org](http://www.uff-fsu.org)). In a year when FSU's operating budget increased substantially, it's hard to see how the faculty would regard a real wage cut as acceptable. Further, as the comparative summary handout shows, most other state universities have made real salary increases a priority (Addendum 5). FSU can too.

We're still bargaining. Our negotiating teams meet again on May 13th. I'd like to point out that bargaining sessions are public meetings, and Faculty Senators are most welcome to sit in.

### **"In-Crowd" Gathering—**

One brief announcement: The UFF Chapter is sponsoring a social gathering at the University Center at 5pm on Thursday, April 28th. This gathering is primarily for "regular" non-tenure track (not adjunct) faculty. As the Faculty Senate has recognized, regular non-tenure track faculty are a growing part of FSU, and their roles and whether all (not just some) of them should have a formal voice in the Senate need reconsideration. The Senate has begun to explore these issues. The UFF is legally and morally bound to fairly represent all those in the General Faculty bargaining unit, and regular non-tenure track faculty comprise over 30% of FSU faculty in that unit. Most of these faculty members are "Assistants In \_\_\_\_" and "Associates In \_\_\_\_," but there are many others including computer research specialists, engineers, scientists, coordinators, research associates, lecturers, and librarians among the regular non-tenure track faculty.

There will be a cash bar, and hot and cold hors d'oeuvres will be provided. Please encourage your regular non-tenure track colleagues to attend this meeting. All Senators are welcome to attend as well.

**XIII. Announcements by Deans and Other Administrative Officers**

There were no announcements.

**XIV. Announcements by Provost Abele**

Provost Abele was not in attendance.

**XV. Announcements by President Wetherell**

Tomorrow the Council of Presidents will be meeting with Representative Baxley (7:00 am 6<sup>th</sup> Floor of University Center). We are not meeting so he could twist our arms to pass his bill. We are meeting to explain to him why we didn't need his bill based on the procedures in place at Florida State University as well as other universities. We have no less than 8 different grievance procedures at FSU that would allow a student to file some kind of an action. Our issue is that we don't need that kind of legislation that the professionalism of a given faculty will more than suffice to be sure that different view points are considered. At FSU there has been less than 6 grievances filed per year for the last 2 years. There has not been a single grievance filed for political statements that a faculty member made in a classroom. We had 3 of our students testify before the House Committee that took this up and those students suggested that there are ample processes on campus but there is somewhat of a different agenda being promoted. I don't believe that the bill will become law. I would caution you as faculty, students today are more empowered than they have been in the past and they are more cognizant what is in your syllabus, what the university puts out and we need to recognize that.

The insurance issue. We broached that issue with the Board of Trustees at our conference call meeting a month ago. I was surprised at the Board's actions. We were prepared at that time to move ahead with a proposal that required health insurance a year from and to look at a plan to implement that. In all honesty the Board balked at that for a variety of different reasons. Mary Coburn is beginning to meet with students and I have met with the new Student Body President. If we don't do something, we are going to have to change the policies at Thagard. I believe we will come forward with a plan. It will not go into effect this fall. As for graduate students, its clear that if we are going to be competitive we are going to have to do something for graduate students. The plan that we put into effect for undergraduate students will probably not be the same for graduate students. For undergraduates it will require more money that will not come for existing resources so it will require some additional costs. If we don't get something done at the May Board meeting we will be under the gun for the RFP process for the following year. There are a lot of options. One of those options would be to provide a better health center on campus. Faculty salaries. One of the things we are not going to do at FSU that the handout (Addendum 5) does not reflect is that we are not going to freeze faculty positions,

eliminating faculty positions, reducing departmental budgets. So when you look at the salary package, it's more than a percentage offer, it's how that affects the rest of the campus. When I first came here, we went to great lengths to raise the poverty level of certain classes of employment. We at FSU have taken great pride to look at it as a family to include the career staff, the faculty and graduate students. I think you need to look at all that. When you look at what is done at some other institutions and what they had to give to get, while it may have helped some it may not be in the best interest of the institution.

Someone wrote me an email last night who was griping about our mission statement and it really didn't look too good. I asked Larry how we came up with it. What we turned in is not what the Board of Governor's wrote. So we are going to get it corrected.

We have decided that we are going to move the State of the University address up to the first week of September. We are not going to do the usual and tell everyone how great things are etc. We are going to focus on two issues this fall. And we are going to start on the budget this year and FSU impact on this community economically. We are going to bring a lot of people back up to history but we want to explain how important this university is to the community. The thing we want to do is earn membership in the AAU. There are 9 criteria you have to meet and be invited. Then we are going to take the money we get from the legislature to put in places that will help us enhance our ability to go up in any of those 9 categories to do a better job. The goal is to gain membership in the AAU but in reality if we do better each of those 9 things we will be a stronger university whether they let us in or not.

#### **XVI. Adjournment**

The meeting adjourned at 5:25 p.m.



Melissa Crawford  
Secretary to the Faculty

# **SUMMARY: Faculty Senate Library Committee Review of the Autonomy Agreements of the Allen and Goldstein Libraries**

(Presented to FSU Faculty Senate 4/20/05)

This review responds to a recommendation made by the Faculty Senate Library Committee (FSLC) to the Senate on January 19, 2000. The recommendation was to support a “three year test” of proposals from the College of Information and the College of Music to “transfer administrative oversight” to the Deans in order for each “to design a user-centered library and information services” in the Goldstein and Allen libraries, respectively. The FSLC additionally recommended the proposals be approved “without additional funding from the resources allocated to the Director of Libraries” and placed “a three-year limit” on the test, at which time “information will be gathered to ascertain the effectiveness of this arrangement”. The recommended conditions were implemented in the Fall semester of academic year 2000-2001. These agreements are referred to as the ‘autonomy agreements’ for the purposes of this review.

The FSLC concluded that the autonomy agreements have been successful in providing the affected Colleges with a strong sense of empowerment to improve their libraries. The libraries have evolved to serve well the educational and creative activities of their patrons, and have demonstrated that the distributed model can provide a high level of service and patron satisfaction. The FSLC also concluded that the documents and understandings agreed upon when the autonomy proposals were implemented had substantial shortcomings of concern to the health of the University Library system. These concerns are summarized in the “Committee Conclusions” section and addressed in specific recommendations reproduced below.

The Faculty Senate Library Committee recommends that the Deans of the Colleges of Information and Music retain administrative authority over the Goldstein and Allen libraries, respectively. The process of reviewing these arrangements has made clear the advantages of open, ongoing and reciprocal communication between and among the central library and College libraries. In that spirit we recommend the following actions.

1. Memoranda of understandings should be executed between the Colleges, represented by their Deans, and the Offices of the Provost and President to assure that personnel and other resources redirected from the University Library budget according to the present formula continue to be directed by the Deans into the respective Goldstein and Allen libraries in a manner consistent with the original intent of this agreement.
2. A process should be established for periodic review by the Provost, the College of Music and College of Information Deans, and the University Libraries Director, of funding of Goldstein and Allen libraries within the context of participating College, University Library and general University trends. A five year period would be considered reasonable.
3. Understandings and processes for regular, timely reporting of expenditures, personnel changes, performance statistics and other pertinent activities to the University Library by the Goldstein and Allen libraries should be developed in discussions with the University Library, the Deans and the principal librarians at the affected libraries.
4. Agreements should be reached and formalized with respect to participation of college librarians and other appropriate persons in centralized University Library System planning, including but not limited to decisions regarding electronic database subscriptions, choices of software and hardware platforms to maximize compatibility and reduce repair costs, scheduling of hardware or software upgrades, Interlibrary Loan, billing, development of special collections and primary resources, and working with the new Library Management System.

In addition the FSLC recommends that the University administration engage in a long range planning process with the aim to implement a FSU Library System that coordinates effectively the leadership, planning and activities of the University Library, present and potential future semi-autonomous libraries such as the Allen and Goldstein libraries, as well as autonomous libraries such as those of the College of Law and College of Medicine insofar as is consistent with the standards of their respective accreditation bodies.

# Report on Online Grade Submission for Spring 2005

## ***Distribution across campus***

Complete colleges: Business, Information, Medicine, and Social Work

Complete school: Nursing

Four other colleges are represented by select academic units

Arts & Sciences

Education

Social Sciences

Visual Arts & Dance

## ***Volunteer departments***

Accounting

Art History

Business Administration

Classics

Demography

Economics

English

Finance

History

Hospitality

Humanities

Information

Interior Design

Management

Management Information Systems

Marketing

Medicine

Modern Languages

Nursing

Oceanography

Risk Management/Real Estate

Social Work

Sport Management, Recreation Management, Physical Education

Urban & Regional Planning

## ***Totals***

24 academic units

3202 online rosters or ~25% (1 section generates one roster)

55832 grades will be collected online

12,967 rosters, either paper or online will be generated this Spring

**State Mandated Academic Learning Compacts  
[SMALC]**

**What is a State Mandated Academic Learning Compact?**

A SMALC is the identification, for each academic Bachelor's program, of what it is that students will have learned by the end of the program, and how that learning will be measured above and beyond course grades.

BOG Policy Directive # 05-02-15

**State Mandated Academic Learning Compacts are being required by the State Board of Governors as part of State Accountability for Student Achievement in the fall of 2005**

*A SACS Monitoring Report is still due this September on all student learning and program outcomes as well as the Quality Enhancement Plan*

**SMALC Requirements**

**For Each Bachelor's Program in Degree Inventory**

- **Identification of Expected Core Learning Outcomes in areas of Communication, Critical Thinking Skills and Content/knowledge**
- **Identification of Related Assessments**
- **Publication of Academic Learning Compacts for Students along with Types of Assessments**
- **Sign Off (validation) on Assessments (e.g. by program curriculum committees or external entities)**
- **Certification by University Board of Trustees**
- **Demonstration (e.g. by Curriculum Committees) that Assessment Mechanisms have been Used to Improve Student Achievement and Program Effectiveness**

## **BOG Requirements Regarding Academic Learning Compacts**

### **Universities Must:**

- **Develop Action Plan with Timeline Approved by University Board of Trustees (tentatively scheduled for May meeting of the BOT) and Submitted to the Division of Colleges and Universities for Developing Policies and Implementing procedures.**
- **Develop Clearly Defined Policies and Procedures for Preparation, Implementation, Review and Dissemination of Academic Learning Compacts. Must be developed in collaboration with and reviewed by ad hoc committee of the Faculty Senate (Sandy Lewis - UPC, Susan Fiorito – Curriculum, and David Johnson – Liberal Studies), then be approved by the Faculty Senate, Provost, President, and the BOT.**
- **File Policies and Procedures with Division of Colleges and Universities**
- **Submit Copy of Academic Learning Compact as part of each Program Review to the Division of Colleges and Universities**
- **The University must file reports with the State Division of Colleges and Universities on its progress by:**
  - ✓ **May 2, 2005**
  - ✓ **September 1, 2005**
  - ✓ **December 30, 2005**
- **Reports must indicate the development of SMALCs for each Bachelor's degree and where SMALCs can be accessed by undergraduate students.**

**So,**

- **Tentatively, an action plan with a prospective schedule will go to the BOT in May. A draft policy will be drafted by June and be reviewed and modified by the ad hoc committee for submission to the Faculty Senate in September. The policy will go to the BOT at its November 5, 2005 meeting**

# Graduate Assistants Health Insurance Resolution

Sponsored by: Senator Greenbaum

WHEREAS: The Florida State University Mission Statement as approved by Board of Regents [(now Board of Governors) (July 28, 1988; revised, May 21 1999; updated 2002)] states “*Mission*. The Florida State University is a comprehensive, graduate-research university with a liberal arts base. It offers undergraduate, graduate, advanced graduate, and professional programs of study, conducts extensive research, and provides service to the public in accord with its statewide mission. The University's primary role is to serve as a center for advanced graduate and professional studies while emphasizing research and providing excellence in undergraduate programs.”<sup>1</sup>, and

WHEREAS: As of November 2004, as part of the mission statement, The Florida State University offers: 107 degree programs at the Master's degree level; 28 degree programs at the Advanced Master's/ Specialist level; 73 degree programs at the Doctoral degree level; 2 degree programs at the Professional level; and 69 Florida State University Graduate Certificate Programs<sup>2,3</sup>, which is comprised of 7,240 graduate students<sup>4</sup>, and

WHEREAS: Florida State University is formally accredited by the Southern Association of Colleges and Schools and has 14 accreditations from different national associations in various professional schools and colleges<sup>5</sup>, and

WHEREAS: Florida State University is classified as a Doctoral/Research University-Extensive, in which institutions typically offer a wide range of baccalaureate programs, and are committed to graduate education through doctorate programs. During the period studied, they awarded 50 or more doctoral degrees per year across at least 15 disciplines, as classified by the Carnegie Foundation for the Advancement of Teaching<sup>6</sup>, and

WHEREAS: Florida State University is one of 151 institutions classified as Doctoral/Research University-Extensive, which is comprised of only 3.8% of the 3,941 higher education institutions as classified by the Carnegie Foundation<sup>7</sup>, and

WHEREAS: Florida State University as a Doctoral/Research University-Extensive is ranked 111<sup>th</sup> according to the US News & Report America's Best Colleges 2005<sup>8</sup>, and

WHEREAS: Survey data indicate that 78% of top 50 public universities offer Health Insurance Subsidy, 58% of which offer more than 80% subsidy and

WHEREAS: The current President of the University of South Carolina Andrew Sorensen<sup>9</sup> has publicly stated that “one key recruiting and retention incentives for graduate student is health insurance. In order to for USC to recruit top graduate students, USC must compete with benefits offered by other leading universities.”, and

WHEREAS: According to the Tallahassee Democrat March 24, 2005 edition, “Several Florida schools are considering supplementing or paying for graduate students' insurance as a recruiting tool. The University of South Florida has a tentative agreement with its graduate student association to pay \$600 toward a graduate student's health insurance. Florida International University has been paying \$750 of a graduate student's health insurance and hopes to fully fund it in the future.”, and

WHEREAS: According to the University of Florida Provost David Colburn<sup>10</sup>, the University of Florida provides \$400 towards graduate student health insurance, and

WHEREAS: In order to compete with universities in the state of Florida and also in the United States, Florida State University needs to take action, therefore

WHEREAS: The members of this body recognize the need to compete with other state universities for the best graduate students, not only in recruiting, but also for retention, therefore

BE IT RESOLVED BY THE FACULTY SENATE THAT:

**In order to retain its competitive edge in graduate level recruitment, retention and the level of excellence in research, in the spirit of the mission of this university, Florida State University should substantially contribute to health benefits on behalf of graduate students, which include, but are not limited to: teaching assistants, research assistants and fellows.**

BE IT FURTHER RESOLVED THAT:

A copy of this resolution be presented to President T.K. Wetherell, Vice President for Student Affairs Dr. Mary Coburn, Provost Lawrence Abele, Dean of Graduate Studies Dr. Diane Harrison, Assistant Dean of Graduate Studies Judy Divine, Dean of the Faculties and Deputy Provost Anne Rowe, Vice President for University Relations Lee Hinkle, the Deans of all the Colleges at Florida State University, Director of Thagard Student Health Student Health Center Lesley Sacher, SGA Advisor Dr. Joyce Howard, Student Body President Christopher Schoonover, Student Body Vice President Ahmad Abusnaid, Student Senate President Louis Dilbert, Student Senate Pro Tempore Nicole Brisbane, Speaker of COGS Damian Nastri, Faculty Senate President Valliere Richard Auzenne, Faculty Senate Graduate Policy Committee, Chairman of the Florida State University Board of Trustees Jim Smith, Vice Chair of FSU Board of Trustees William Haggard, Florida Board of Governors Chair Carolyn K. Roberts, Florida Board of Governors Vice Chair John H. Dasburg, Florida Governor Jeb Bush, Florida Lieutenant Governor Toni Jennings, Florida Senate President Tom Lee, Florida House of Representatives Speaker Allan Bense, the FSView & Florida Flambeau, and the Tallahassee Democrat.

References:

1. [http://www.ir.fsu.edu/FSU\\_Mission\\_Statement.html](http://www.ir.fsu.edu/FSU_Mission_Statement.html)
2. <http://www.fsu.edu/gradstudies/programs.shtml>
3. <http://www.fsu.edu/gradstudies/certificates.shtml>
4. [http://www.ir.fsu.edu/Enrollment\\_Reports/Spring\\_2005/index/class/class.htm](http://www.ir.fsu.edu/Enrollment_Reports/Spring_2005/index/class/class.htm)
5. <http://www.fsu.edu/~rsect/survey/surveye.html>
6. <http://www.carnegiefoundation.org/Classification/CIHE2000/PartIfiles/DRU-EXT.htm>
7. <http://www.carnegiefoundation.org/Classification/CIHE2000/Tables.htm>
8. [http://www.usnews.com/usnews/edu/college/rankings/brief/natudoc/tier1/t1natudoc\\_brief.php](http://www.usnews.com/usnews/edu/college/rankings/brief/natudoc/tier1/t1natudoc_brief.php)
9. <http://www.uscgsa.org/new/docs/Healthcare%20Report%20Final.pdf>
10. <http://www.admin.ufl.edu/ddd/default.asp?doc=9.10.1566>

Passed Unanimously by the Florida State University Faculty Senate, April 20, 2005.



Melissa Crawford  
Secretary to the Faculty

## **Report from the Faculty Senate Library Committee April, 2005**

The Committee continues to be concerned about effects of relatively constant budgets on the ability of the libraries to meet needs in the face of growing enrollments, increasing research expectations and disproportionate growth in materials costs.

We are engaging in active dialog with the library about the future, and working towards achieving a better understanding of realistic expectations and challenges in the following year.

The library has proposed new procedures for canceling and adding journal subscriptions. The committee agrees that changes are needed because the historical model that associated specific subscriptions with specific departments or other units is not practical in today's climate where a majority of subscriptions are negotiated in package deals involving multiple journals and several institutions.

Drafts of the new procedures have been discussed and we are moving to an understanding that is sensitive to both the logistic needs and restrictions of the library and the needs for departments to be properly informed of, and participate in, subscriptions changes affecting their faculty.

A review of the autonomous status of the Goldstein and Allen libraries in the Colleges of Information and Music, respectively, has been a major undertaking of the committee. A written report summary has been made available to the Senate and will be abstracted below. This review responds to a recommendation made by the Faculty Senate Library Committee (FSLC) to the Senate on January 19, 2000. The recommendation was to support a "three year test" of proposals from the College of Information and the College of Music to "transfer administrative oversight" to the Deans in order for each "to design a user-centered library and information services" in the Goldstein and Allen libraries, respectively.

The FSLC additionally recommended the proposals be approved "without additional funding from the resources allocated to the Director of Libraries" and placed "a three-year limit" on the test, at which time "information will be gathered to ascertain the effectiveness of this arrangement". The recommended conditions were implemented in the Fall semester of academic year 2000-2001. These agreements are referred to as the 'autonomy agreements' for the purposes of this review.

The Committee conducted a study of the two libraries over the course of about two years. As part of this study the libraries were asked to complete a list of questions designed by the committee to address various aspects of the implementation and consequences of the autonomy agreements. The Director of University Libraries also completed questionnaires addressing related issues. The working group additionally met on several occasions with the Deans of the respective libraries and Library Director Jenkins.

The final report approved by the Library Committee and Senate Steering Subcommittee contains the essence of responses of the Deans and Library Director to the questionnaires, Library Committee analysis, including concerns arising from the review process, and a list of recommendations.

For today the FSLC presents key conclusions and recommendations.

The FSLC concluded that the autonomy agreements have been successful in providing the affected Colleges with a strong sense of empowerment to improve their libraries. The libraries have evolved to serve well the educational and creative activities of their patrons, and have demonstrated that the distributed model can provide a high level of service and patron satisfaction.

The FSLC also concluded that the documents and understandings agreed upon when the autonomy proposals were implemented had substantial shortcomings of concern to the health of the University Library system. These concerns are summarized in the "Committee Conclusions" section and addressed in specific recommendations reproduced below.

The Faculty Senate Library Committee recommends that the Deans of the Colleges of Information and Music retain administrative authority over the Goldstein and Allen libraries, respectively. The process of reviewing these arrangements has made clear the advantages of open, ongoing and reciprocal

communication between and among the central library and College libraries. In that spirit we recommend the following actions.

1. Memoranda of understandings should be executed ...to assure that personnel and other resources redirected from the University Library budget .. continue to be directed by the Deans into the .. libraries in a manner consistent with the original intent of these agreements.
2. A process should be established for periodic review by (the parties)...of funding of Goldstein and Allen libraries within the context of participating College, University Library and general University trends. A five year period would be considered reasonable.
3. Understandings and processes for regular, timely reporting of expenditures, personnel changes, performance statistics and other pertinent activities to the University Library by the Goldstein and Allen libraries should be developed ....
4. Agreements should be reached and formalized with respect to participation of College librarians, and other appropriate persons, in centralized University Library System planning. Participation should include but not limited to decisions regarding electronic database subscriptions, choices of software and hardware platforms to maximize compatibility and reduce repair costs, scheduling of hardware or software upgrades, Interlibrary Loan, billing, development of special collections and primary resources, and working with the new Library Management System.

In addition the FSLC recommends that the University administration engage in a long range planning process with the aim to implement a FSU Library System that coordinates effectively the leadership, planning and activities of the University Library, present and potential future semi-autonomous libraries such the Allen and Goldstein libraries, as well as autonomous libraries such as those of the College of Law and College of Medicine.

Remarks to the FSU Faculty Senate on Collective Bargaining  
By Jack Fiorito, Senator and UFF-FSU Chapter President  
April 20, 2005

Good afternoon. On behalf of the United Faculty of Florida FSU Chapter, and as a fellow Senator, I'd like to welcome new Senators, and welcome back continuing Senators.

The UFF strongly supports faculty governance and the Faculty Senate as the appropriate body for academic issues. UFF, on the other hand, is the faculty's voice on employment issues, chosen in a vote of FSU faculty by a 96% margin roughly 18 months ago. The lines between academic and faculty employment issues are not always sharp, but this is rarely a problem since both the Senate and UFF are democratic bodies and the respective electorates overlap substantially. We are all faculty.

Academic Freedom Restrictions (The "Baxley Bill" – HB 837)

Academic freedom is both an academic and an employment issue for faculty. UFF has spoken strongly and consistently against this unwarranted intrusion on academic freedom, or like-minded efforts via administrative procedures within the university. We hope the Faculty Senate and the university administration will join UFF in expressing their opposition forcefully.

Collective Bargaining Update

*I been working on this palm tree, for 87 years.* – Neil Young

For nearly 18 months a UFF faculty team and an administration team have been negotiating our first local faculty contract to replace a statewide agreement negotiated with the now defunct Board of Regents and the Board of Education. Nearly 50 bargaining sessions have resulted in tentative agreement on 30 of the 32 articles we expect in the complete contract. The two unresolved issues are faculty union rights and salaries for this academic year, 2004-2005.

We seem close to agreement on faculty union rights, but our differences on salary remain substantial. Many of you have heard that the administration has set aside funds for merit raises averaging two percent (2%) this year. Some have suggested that the faculty team should accept this. Others, the vast majority, recognize the inadequacy of this offer.

It's not even enough to offset inflation. In other words, accepting it would mean accepting a real wage *cut*. FSU faculty parking fees rose 11% for 2004-2005. And let's not even talk about gasoline prices! The administration's proposal also fails to address many faculty concerns about salary as revealed in survey responses from roughly 500 FSU faculty last spring (see the archives at [www.uff-fsu.org](http://www.uff-fsu.org)). In a year when FSU's operating budget increased substantially, it's hard to see how the faculty would regard a real wage cut as acceptable. Further, as the comparative summary (handout) shows, most other state universities have made real salary increases a priority. FSU can too.

We're still bargaining. Our negotiating teams meet again on May 13<sup>th</sup>. I'd like to point out that bargaining sessions are public meetings, and Faculty Senators are most welcome to sit in.

### "In-Crowd" Gathering

One brief announcement: The UFF Chapter is sponsoring a social gathering at the University Center at 5pm on Thursday, April 28<sup>th</sup>. This gathering is primarily for "regular" non-tenure track (not adjunct) faculty. As the Faculty Senate has recognized, regular non-tenure track faculty are a growing part of FSU, and their roles and whether all (not just some) of them should have a formal voice in the Senate need reconsideration. The Senate has begun to explore these issues. The UFF is legally and morally bound to fairly represent all those in the General Faculty bargaining unit, and regular non-tenure track faculty comprise over 30% of FSU faculty in that unit. Most of these faculty members are "Assistants In \_\_\_" and "Associates In \_\_\_," but there are many others including computer research specialists, engineers, scientists, coordinators, research associates, lecturers, and librarians among the regular non-tenure track faculty.

There will be a cash bar, and hot and cold hors d'oeuvres will be provided. Please encourage your regular non-tenure track colleagues to attend this meeting. All Senators are welcome to attend as well.

Are there any questions?

Thank you for your time.