



FLORIDA STATE UNIVERSITY  
FACULTY SENATE

**AGENDA  
FACULTY SENATE MEETING  
WEDNESDAY, NOVEMBER 12, 2014  
DODD HALL AUDITORIUM  
3:35 P.M.**

- I. Approval of the minutes, October 15, 2014 meeting
  - II. Approval of the agenda, November 12, 2014 meeting
  - III. Report of the Steering Committee, Susan Fiorito
  - IV. Reports of Standing Committees
    - a. Undergraduate Policy Committee, Jennifer Koslow
  - V. Special Order: Ad-Hoc Committee on Units without Ranked Faculty, Kris Harper
  - VI. Old Business
    - a. Bylaws Change, Gary Tyson
  - VII. New Business
  - VIII. University Welfare
  - IX. Announcements by Deans and other Administrative Officers
  - X. Announcements by Provost Stokes
  - XI. Announcements by President Thrasher
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**FACULTY SENATE/ASSOCIATION OF RETIRED FACULTY  
HOLIDAY RECEPTION  
MONDAY, DECEMBER 1, 2014  
THE PRESIDENT'S HOUSE  
5:30-7:30 P.M.**

**NEXT FACULTY SENATE MEETING  
WEDNESDAY, DECEMBER 5, 2014  
DODD HALL AUDITORIUM  
3:35 P.M.**



FLORIDA STATE UNIVERSITY  
FACULTY SENATE

MINUTES  
FACULTY SENATE MEETING  
NOVEMBER 12, 2014  
DODD HALL AUDITORIUM  
3:35 P.M.

I. Regular Session

The regular session of the 2014-15 Faculty Senate was held on Wednesday, November 12, 2014. Faculty Senate President Gary Tyson presided.

The following members attended the Senate meeting:

T. Adams, S. Aggarwal, M. Akiba, E. Aldrovandi, C. Alexander, E. Alvarez, A. Askew, F. Berry, B. Birmingham, M. Blaber, J. Broome, R. Brower, K. Brummel-Smith, M. Buchler, E. Chicken, J. Cogle, M. Cui, W. Deng, R. Dumm, J. Fiorito, S. Fiorito, K. Fishburne, R. Gainsford, A. Gaiser, J. Geringer, K. Goldsby, T. Graban, M. Gross, K. Harper, K. Howard, L. Jakubowski, M. Kapp, J. Kesten, E. Kim, W. Landing, S. Lewis, S. Losh, C. Madsen, D. Maier-Katkin, T. Mariano, K. McGinnis, J. McNulty, M. Mesterton-Gibbons, U. Meyer-Base, D. Moore, J. Ohlin, I. Padavic, E. Peters, J. Reynolds, V. Richard Auzenne, R. Rodenberg, N. Rogers, K. Salata, V. Salters, K. Schmitt, J. Schwenkler, D. Slice, J. Sobanjo, O. Steinbock, L. Stepina, M. Stewart, J. Telotte, S. Tripodi, J. Turner, G. Tyson, S. Valisa, E. Walker, S. Webber, W. Weissert, W. Wise.

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

J. Adams, J. Ahlquist, A. Avina, H. Bass, B. Berg, C. Bolaños, A. Cuyler, C. Edrington, K. Erndl, J. Gabriel, E. Hilinski, C. Hofacker (**D. Kim**), M. Horner (**J. Elsner**), D. Humphrey, J. Ilich-Ernst (**J. Kim**), C. Jackson, S. Johnson, T. Keller, A. Kercheval (**E. Hironaka**), J. Larson, B. Lee, T. Luke (**S. Slavena-Griffin**), R. Miles (**M. Duncan**), R. Morris, O. Okoli P. Rutkovsky, S. Rutledge (**M. Gawlik**), J. Standley, F. Tolson, O. Vafek D. Von Glahn, C. Weissert.

II. Approval of the Minutes

The minutes of the October 15, 2014 meeting were approved as distributed.

III. Approval of the Agenda

The agenda was approved as distributed.

#### IV. Report of the Steering Committee, S. Fiorito

The Faculty Senate Steering Committee has met twice (October 22<sup>nd</sup> and 29<sup>th</sup>) since our last Faculty Senate Meeting on October 15<sup>th</sup>. After our regular meeting on October 22<sup>nd</sup> we met with then incoming President John Thrasher at the Alumni Center.

At our October 22<sup>nd</sup> meeting we discussed the possibility of an audit of ITS and the need for FSU to look at best practices around the country. Considering the technology problems that existed during the interview with one of the presidential candidates, Dr. Martin, and also the technology problems with the dial-in meeting of the BOT on October 20<sup>th</sup> there is a serious need to evaluate our IT situation and to address its apparent shortcomings sooner rather than later.

Several faculty have brought their concerns to the FSSC regarding the ever increasing responsibilities of faculty during the summer term. These responsibilities include among other things: advising and directing graduate students and an increasing number of departmental responsibilities. Much of these concerns could be addressed through discussions at the department level and possibly delineated in the department by-laws.

The FSSC started discussions regarding changes to the Honors program during the meeting on the 22<sup>nd</sup> and continued those discussions with Dean Karen Laughlin during our October 29<sup>th</sup> meeting. At this time Dean Laughlin spent a great deal of time reporting on the Honors program and its structure detailing the various ways in which students can participate in the honors programs. We have asked and Dean Laughlin agreed to speak the entire Faculty Senate and address your individual questions. We also discussed some concerns we had with changes to the Graduate Policy Committees policies on teaching standards for Graduate Teaching Assistants. We are working with the GPC and will discuss those issues at a future meeting.

At the end of our meeting on October 22<sup>nd</sup> in the Alumni Center we met with then incoming President Thrasher. He detailed all the people he had met and some of the discussions he had with Deans, Administrators, Staff and Alumni. He indicated that one of his greatest challenges FSU is facing is that of communication and making sure that the local and national community knows of all the great things that FSU is doing. He also mentioned his concerns regarding Title IX, ensuring the FSSC that he believes FSU has done everything possible to follow all the proper regulations and policies. We ended our conversations discussing the projects that are currently on the PICO funding list and questioned why the library had fallen in its priority.

We continue to identify faculty for Faculty Senate Committees at nearly every meeting and appreciate all those who are giving of their time and expertise to service to the university through their support of faculty governances.

**Announcement:** Please consider signing up to **Advocate for Florida State**. This is a free service and you will receive periodic emails from FSU about important issues before the Legislature. Sign up at: [www.advocateforfloridastate.fsu.edu](http://www.advocateforfloridastate.fsu.edu).

**V. Reports of Standing Committees****a. Undergraduate Policy Committee**

Just briefly, the UPC is one of the Faculty Senate's standing committees. The goal of the UPC is to provide faculty governance over the undergraduate programs at FSU. We participate in the process of reviewing and approving new undergraduate degree programs and reviewing and approving university-wide policies related to undergraduate education. In the past, the UPC was responsible for making recommendations regarding the approval of new liberal studies courses and reviewing all liberal studies courses on a five-year cycle. With the state-mandated liberal studies requirements/general education requirements due to take effect, Fall 2015, FSU took the opportunity to redesign its liberal studies/general education curriculum. Hence, a new ad hoc committee, the Liberal Studies Board was established to focus on the liberal studies/general education requirements. The UPC will continue to review and approve criteria, policy, and courses identified as Computer Competency and Oral Communication Competency; however, the Liberal Studies Board will now be the entity charged with collecting and analyzing SACS data.

So far this year we have approved the following courses for the Oral Communication Competency: FRE 4410 Advanced Conversation, GER 3400 Composition and Conversation, ITA 4410 Italian Advanced Conversation, and BSC 4945 Undergrad Supervised Teaching.

We have also approved CHM 1045L General Chemistry 1 Laboratory for Computer Competency credit.

The following item that I bring before you today is a change to the University's Dismissal and Reinstatement Policy (**See addendum 1**). This policy relates to circumstances under which students are dismissed from the University for academic performance and the options for them to be able to return. Under current policy, if a student is academically dismissed and takes courses at another postsecondary institution, those courses taken while on dismissal, are not counted towards degree hours if they return to the University. However, there have been a number of legislative changes over the years and a number of accountability measures put into place. This policy has come under review as part of a larger holistic policy review. While it looks like there are a lot of changes here, there is only one major substantive one. The proposed change is to remove the current language related to credits earned while on dismissal and replace it with "Credit hours earned while on dismissal can be applied to the minimum one hundred twenty semester hours required for graduation, and all rules governing transfer credit will apply." Making this change will ensure that we are following the state's articulation agreement and rules governing transfer credit.

**The motion was approved.**

**VI. Special Order: Ad-Hoc Committee on Units without Ranked Faculty, Kris Harper (See addendum 2.)**

The next item is actually a special order item. It's an ad hoc committee that was put together in April to really clean up the things that don't have oversight in the Senate already. So the UPC dramatically changed its oversight function for undergraduate degree programs with the liberal studies overhaul. Every undergraduate degree program is authorized and evaluated during the QER by the UPC. Similarly all graduate degree programs go through the GPC for approval and for the GPC and QER evaluation. So we wanted to look at what was missing. We put together a committee to study what academic and instructional units exist that don't currently have any oversight by the Faculty Senate. We knew there were some but we weren't sure how many there were. So we put together a committee to look at that. Kris Harper was voted by committee members to chair the committee, and she has a report now on this. At this point I think it is a discussion we are going to have. There may be need for some policy changes over the next one or two months to fix issues that are structural and then I think the other ones will just be fixed by recognizing that, "Wait that should have gone to this structure." I'd like to invite Kris to come. I'd like to thank her and the rest of the committee members for doing this.

Kris Harper: So if you don't volunteer for Jennifer's committee, Gary will get you for some ad hoc committee. I'm just saying. Alright so Gary just explained what the original mission was. Then what happened is that we started rooting around on campus which means that I've meet a lot of people that I didn't know before who are doing very hard work on this campus. We became concerned not only about units that wouldn't have been covered by the UPC because they weren't degree-granting units but also units that are totally staffed by specialized faculty who, of course, don't have a seat at the table at Faculty Senate. That's how we started identifying [-]. And since I am also—with another hat on my head—the membership person for the union, I had the total list from HR of everyone who works here. I started looking for places where there are clusters of specialized faculty who weren't attached to departments. What we found out is that we have three basic units that were of interest to us. First is the Program for Interdisciplinary Computing otherwise known as PIC which has three specialized faculty and adjunct member that report directly to Arts and Sciences which is a collaborative group that teaches a lot of basic computing types of classes that are of interest to students, but if they were in departments they might only be open to majors and not other people. So having them in this one place—this one-stop shopping—we are going to find these kinds of courses whether it is spreadsheet or web design. So that was one group. The second group was the Center for Intensive English Studies which falls under the graduate school and again totally staffed by specialized faculty who report to an administrator. And lastly we have the College of Applied Studies in Panama City which offers three undergraduate degrees and a graduate degree none of which fall under the supervision of a department on the FSU main campus because they now have their own campus, and Panama City is totally staffed by specialized faculty. So we took each one of these individually. The report is here, but you don't need me to read the report. So our main concern with the PIC program—a couple of things. We noticed that when students sign up for PIC classes they are not signing up for a PIC class. They are signing up for a class attached to a department. And then after add/drop, that disappears from the website and becomes attached to the PIC unit so the PIC people can get the money for it. That's how the money gets transferred but that is not totally transparent and that kind of bothered us. In the past—thought this has gotten worked out in the meantime—student credit hours for PIC were being sent to Scientific Computing which does not have a whole cohort of

undergraduates. That also showed a lack of transparency. There is a Steering Committee for PIC; however, those people aren't elected people. They are appointed by the dean. We are looking at five folks being appointed by deans to oversee specialized faculty who don't have a vote or aren't represented in this body in any way. They are their own group and not associated with a department there is no QER or review function of the six courses that just belong to PIC.

The same for the Center for English studies. They also have no Faculty Senate representation. It says that in their bylaws that they don't fall under the Faculty Senate. The issue at Panama City was that it appeared their quality enhancement review process was taking place solely in Panama City and didn't involve anyone here. And indeed, only one of their degree programs shows up on the master list of the QERs. One did. The other three didn't. That's going to be fixed through the Provost's Office. I've been talking to Dr. Leach down in Panama City and just explained that they needed to be on the master list, so that was being clear about what was going on. The other degrees that people earn down there all fall under departments here, and they are reviewed during the QER process. These other four are not and they need to be in there.

So as we discussed this, we came up with three recommendations mostly to start the conversation. Like Gary said, we are not here to vote on anything. If we have a unit—whether they are offering degrees or a non-degree program— but they don't fall under a unit that has faculty governance, it might be better off if they were moved to a department where they were represented by faculty governance. Or, alternatively, if it was felt that they needed to be their own group just hanging out there, that there would be some kind of subcommittee that would be elected by Faculty Senate to provide oversight for that group and advising. Bring issues forward that might not otherwise work for them. The other thing was that we needed to make sure those groups were added into the QER schedule to make sure that SACs accreditation matters were addressed. I don't think that would be too terribly complicated to do. We are still concerned that if classes are being offered through the registrars system, that whoever is offering those classes be listed as the unit that is offering those classes. Not some other unit and then having that switched later. When Gary Tyson sent this to Dean Huckaba, he said he was amenable to discussing the matters particularly with PIC which falls under him, and he mentioned two other units ROTC and the Masters of Science Teaching program. So just to make clear, they did not fall under our criteria. ROTC is here under a charter that is signed between the Department of the Army and university and it is basically covered in that sense. And of course Colonel Alexander is here and he sits in on the Faculty Senate meetings. And in the other case with the Master of Science in Teaching, yes it is covered by specialized faculty but they all belong to the Department of Biology and the education part of those classes are offered by the College of Education, so those people are all represented under Faculty Senate and it is all reviewed under the QER when the College of Education has theirs. So that's basically what we have right now. If anyone has any questions, I'm not sure we have a whole lot of answers but we can talk to people.

Woman: In the first part you we are talking about Faculty Senate [inaudible] to serve faculty governance. If I understand correctly, PIC already has a steering committee of faculty members. What makes Faculty Senate superior to [inaudible]?

Tyson: Let me address this. So I think there is a fundamental issue here. Is faculty governance finding faculty to serve on a committee or is it a committee of the faculty? Our

feeling is that if an administrator appoints faculty members to a committee it's an administrative committee not a faculty committee. In order to be a faculty committee it has to come from the academy not from the administration. So we would say that is an administrative [-] and that can serve as the steering committee no problem. It can't serve as the curriculum committee which is a faculty governance structure within that because while they are faculty members they are serving under an appointment of the administration. Does that answer your question?

Woman: It does.

Man: Gary Bliss from Panama City campus. Our faculty elects a curriculum committee. We elect a committee of people who do the merit and evaluation process. So the administration does not do that. How is that different?

Tyson: That's actually acceptable. That's how almost every department functions. So I think the concerns about Panama City are related to QER.

Bliss: I'll take care of that.

Harper: Anyone else? Yes, sir.

Man: Patrick Kennell, Director of the Center of Intensive English Studies: Just to clarify, two of our faculty are with the ITA program—the International Teaching Assistant Program, and those courses are listed under the School of Teacher Education. The other eleven are teaching classes that are non-credit where the students are not FSU students who are trying to get their English up so they can come to FSU. So I don't know if they really fall under the review of the Faculty Senate.

Tyson: That's actually why we started this discussion was to find out. It doesn't mean in every case we think there is a problem. It's something we are not sure of.

Woman: I am still confused. When I read the article it is says, "Request of a Faculty Senate appointed committee said to provide Faculty Governance." So the Faculty Senate is who will appoint the committee?

Tyson: Given a unit that does not have faculty governance. Normally faculty governance flows from the unit on up. We receive our authority from the senators who get elected by the units. But where a unit does not current have a faculty governance structure, then we have an issue. There is a second point here which is worth discussing. It is a broader discussion that just PIC here. If you have a faculty that consists of only specialized faculty, can they perform the faculty governance structure themselves? In some cases it's almost all specialized faculty. For instance, film. We've said that's how they chosen to structure themselves. But PIC is an unusual case because it is not a discipline in that it does not have a degree program. It is a collection of specialized faculty who teach general, low-level courses. How do they create their own faculty governance? What are they governed over? What are the constraints on them? Almost every unit has a discipline they try to uphold. But where you don't have a degree program, you don't have a discipline, you don't have the safety of a tenure system, you don't have a faculty voice in the governance structure at the university level, that is not a very strong position to develop an academy from—to develop this governance structure from the faculty. So where you don't have that, where do you derive it

from? The best thing we can come up with is that this is one of the cases where you take the governing structure of the university and apply it down to the unit. It's an unusual [-]. I don't know of another university that has had a structure like that before where you have specialized faculty as an academic unit that don't have a discipline or a degree program. I don't know what to do with that. So we have to figure out something that works in that case.

Man: Aren't most of the PIC courses developed within departments or schools?

Harper: Only half. Six out of twelve belong to departments.

Tyson: But this is a bit of a moral hazard then because if the course is poorly taught there is no impact on the department that developed it because it's a PIC course. So I think there is a number of real concerns that crop up here. And we saw this abuse when we saw student credit hours being moved around. It is a structure, in my opinion, that is ripe for abuse. Does that mean the courses are bad course that shouldn't be taught? Absolutely not. Does the [-] function? Yes. Is it a convoluted structure that does not fit into the normal structures of an academy? Absolutely. And we are saying how do you impose the faculty side of shared governance on a unit that was not designed with that in mind?

Nancy Marcus, Dean of the Graduate School: What about non-credit courses offered by CPD?

Harper: We didn't even look at those, but that is a really good question.

Tyson: You are in danger of having us put you on the Steering Committee. This is a really good start to a discussion. We originally thought this might be one or two programs and it grew. In many cases I think there might be simple answers to it. But this investigation of codifying the government structures is a valuable exercise.

Sally McRorie, VP Faculty Development and Advancement: I want to speak to the governance issue, but the third point you made was about student credit hours and how the courses are listed. As a dean I often work with other deans to co-list a course that was taught by a faculty member in, say, Arts and Sciences, co-listed as an art history course, and the one professor who teachers the course the student credit hours always follow the professor, but this isn't any different from what has always been the case at the university.

Tyson: It used to be co-listed, so at least one of them was on there. This was a transfer.

McRorie: But I believe the point of advertising them and offering them in a different discipline is so that student's in another discipline know what they are and understand that this is something they could or should take. I have a little problem with that. I think it goes [inaudible].

Man: On her point, it seems to me that you'll have sort of similar issues with [inaudible] that will be offered from various places because they want students who are interested to be able to find all of them. You will have similar problems with all of liberal studies, scholarship, and practice in terms of how they are listed and how students find them. So I think we are going to have to think real hard about how-



Tyson: That's what we want to do. We want to start a discussion. We want it to be transparent so that you are not getting [inaudible].

McRorie: I agree with who is teaching it. But student credit hours follow the instructor. Always. I don't think there is a change in that regard.

Tyson: PIC courses used to go to the Scientific Computing and they never taught it.

McRorie: That was a choice that the dean in that college made. The second point is that we do not get funded for student credit hours. The university does not get any funding for that. So it's not like there is money tied to those student credit hours that are going here and there. There is no money with student credit hours.

Tyson: Do the deans agree with that?

Man: Yah.

Patrick Kennell: I really want to go forward on this. I am really protective of my faculty. I've been invited to the faculty union a couple of times to talk. Even though I am listed here as an administrator, I am really in my heart a faculty member because I've been teaching graduate classes at the School of Teacher Ed for several years now. As far as the quality of our curriculum and the quality of our instruction [inaudible]. Where do we go from here? I think the best fit for me is probably the graduate school because they do work with all graduate departments on campus with our ITA program and with recruitment and so on. Where do we go from here?

Tyson: Let me address that. I don't think we can go anywhere today from there. I think that is part of a larger discussion as well. We have a committee looking at interdisciplinary issues. I think there is a lot of work here in figuring out how to de-silo the university. That is a discussion that I hope the Senate and the administration can work together on in figuring out the best solution. I think that is a much broader one. That's an argument that you put graduate ones in the graduate school, but what do you do for many of others that are at the undergrad level. Probably not one we are going to tackle this year but hopefully we will start on next year.

Harper: I will say one other things we decided not to look at but we did find as a point of interest is that almost every time we found a program that had something interdisciplinary tacked onto it, the faculty in the interdisciplinary part were all specialized faculty which sends kind of an interesting message. The director of the group is a tenure-track faculty person and the people who work on the interdisciplinary part—there will only be two or three of them—are all specialized faculty and then there are tenure track faculty being pulled in from all of these departments. Those people because they are specialized faculty—although we are going better now with having longer term contracts with people who have been around for a while—are not folks that are continuing faculty all the time. It struck us as being interesting that every time we saw something with interdisciplinary tacked onto it, specialized faculty were there. All doing a super job but without the kind of protection that tenure-track people have.

Tyson: So if I can kind of finish this off and get back to the agenda. I think there are three issues here. One, making sure the faculty governance structures are working at the unit level,

the college level, and the university level and codifying it so it is clear. The second one is a need to really address interdisciplinary. I think a lot of these actually popped up from how do we get participation from multiple departments on an academic issue. I think that is a problem better tackled head on rather than creating these units that just don't quite fit in the normal structure. The third thing is a discussion of the role of specialized faculty in the academy. I'd like to address the first. I hope we can start. I know Janet Kistner is here and she is chairing a subcommittee. And the third one is kind of a long term discussion that we will probably be having 20 years ago.

Woman: I just have one last point. It seems to me you have said in a number of instances how we need to fit the interdisciplinary folks into the existing academic structure. In essence it sounds like we are forcing them into, "This is how we've always done things." And I would argue-

Tyson: I'm saying we ought to reconsider how to do it but not do it on an ad hoc unit basis construction.

Woman: I would agree but I would also not try to force new programs and new ideas and innovation in academics and teaching—to force it into a structure we've had for a million years just because that's what we've always done and if there are new ways of organizing those should be embraced as we move forward.

Tyson: As long as the organization is shared governance, I agree.

## VII. Old Business

### a. Bylaws Change, Gary Tyson

#### 9. Library Committee

The Library Committee shall consider University-wide policies on general library operations. Members of this Committee shall be appointed by the Steering Committee, with the advice and consent of the Senate, for staggered three-year terms. Each college shall have one representative; the Colleges of Education, Business, and Social Sciences and Public Policy shall each have one additional representative; and the College of Arts and Sciences shall have four additional representatives. The Provost and Executive Vice President for Academic Affairs, or his or her designee, the Vice President for Faculty Development and Advancement, or his or her designee, the Dean of University Libraries, and the directors of the Claude Pepper Library, the College of Music Allen Music Library, the College of Law Research Center, the College of Medicine Maguire Medical Library, the Harold Goldstein Library and the Dirac Science Library, shall be non-voting ex-officio members; and membership shall include a graduate student and an undergraduate student from different colleges appointed for a one-year term by the President of Student Government.

The Committee shall annually elect its chairperson 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 motion passed.**

**VIII. New Business**

There were no items of new business.

**IX. University Welfare**

**a. United Faculty of Florida Update, J. Proffitt**

**Bargaining**

Good news: the departmental merit and dean's merit that we negotiated have been implemented as of November 7. You should see this in your next paycheck. Since the Faculty Senate last met, we had a very informative meeting with Bob Bradley, who was tasked with updating the market equity study that was done in 2007. Perhaps it's no surprise to many of you: Lack of market equity at the associate and full professor levels is extremely problematic. His insights will be very useful for negotiations regarding market equity, which we hope will commence soon.

**Consultation**

We have a consultation with Provost Stokes, VP McRorie, and other administrators scheduled for next Wednesday. Market equity, the administration's proposal for criminal background checks for faculty, and other issues regarding reporting and reclassification are on the agenda. We hope that President Thrasher will be able to attend as it will be a great opportunity to discuss the role of the union and how we can work together to make the university a better place for faculty members and our students. I will post the minutes from our July [correction: August] consultation to our website after they've been approved at the next meeting.

**Next Luncheon, Social Events**

I am happy to announce that President Thrasher will be our speaker at the next UFF-FSU luncheon, scheduled for December 9. I will send information about the luncheon soon.

I'd also like to invite you all to our next social gathering scheduled for next Friday, November 21, at Parlay Sports Bar and Grill, from 5-7 pm. This is a great opportunity to get to know chapter leadership and meet faculty members from across campus. And the food is tasty, too!

I look forward to seeing many of you at the Women's Basketball opener on Friday!

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

There were no announcements by Deans and Other Administrative Officers.

**XI. Announcements by Provost Stokes**

Provost Stokes was not in attendance.

**XII. Announcements by President Thrasher**

I'm glad to be here. I hope to come as often as I can and as many times as I can and share with you what we are doing in the President's Office and ask you for your help and guidance. That's really, to me, what it is about. I've prepared one paragraph that I am going to read to you and then the rest of it will be just me kind of talking. But I want you to hear this and I want you to hopefully understand where it is coming from. It's coming from my heart. And it says: I want to ensure you that the climate of inquiry, the engagement, the collegiality, the diversity that FSU fosters will continue under my watch. That really is, in my opinion, the essence of academic freedom. An education is a constant dialogue, a series of questions and answers that pursue every problem that exists. No one does that better than you all, and I hope you will continue to provide me with that guidance.

So I am proud to have earned two degrees from Florida State University. I love this university, and I think you do too. I know you do. And I want to do whatever it takes to make it better. I think our reputation is certainly good. There have been some problems. No doubt about it. We are working on some of those, as you know. One of my top priorities that I talked about during the interview process is to deal with the salary issues of the professors of this university. I hope to have something concrete by January. I thank professor Tyson. I know he has worked on some of the aspects of that. We have other people that are working on it, and we will have some kind of plan to bring with, I believe, in January that we hope to implement. It won't be the total answer but it will be the beginning of an incremental process to ensure our professors are treated as they should be. That is we are one of the two preeminent universities in the state, designated by the Florida legislature and we often have professors who are also treated as preeminent professors from the standpoint of the economics and salaries. And my goal is to work on that, and I promise you we are going to do that. We are going to get ready for the legislative session. Thank you, Susan, for the endorsement. Obviously, I still have a little shelf-life left over there – I hope. And I plan on making sure we use it in an appropriate way. If you have issues, please let me know what they are.

We also, as we have begun, will continue working on the Mag Lab. Gary has worked on that and other people are. It's something we obviously are going to put every single ounce of effort into to make sure we are prepared for that process. I had a nice conversation—I don't think I've even got a chance to visit with you, Gary—with our new congresswoman, Gwen Graham the other day. She wants to come visit the Mag Lab and some other things and make sure she has a good understanding of what Florida State's needs are as she gets ready to go to Washington. Those are just some of the things that are going on. I've been on the job three days counting yesterday. I will tell you already what a good day I think it is in the life of a president of Florida State University. And that is when you don't get a call from the athletic director. Unfortunately I've had two calls from him. We'll move on. One good piece of news is I had the opportunity to go down this morning to the cabinet meeting on the O'Connell property which you know will be the site of Legacy Hall and the School of Business. The cabinet approved the [-] for that. So it's a done deal. We have the property. We will be ready to close on it next week. The cabinet voted unanimously. Not because I was there but because of the great staff work our folks had done in preparation for that.

That was a good day and a good thing. I met with our auditor. I heard somebody mention audits. We got a lot of audits around here. No question about it. A lot of important audits. I will certainly let you know about those as they are developing. I was so proud yesterday to be a part of the metrics ceremony. Rory Kennedy, one of the Kennedy family members, was here to review her documentary film on the last days of Vietnam. If you remember—Cliff will remember along with a few others—but 1973 we left Vietnam. I left Vietnam in 1970 when we had 550,000 troops in country. This was an incredible documentary she did that really honored our veterans. There were about a thousand people there yesterday. It was an incredible event. I would say half of them were students. I was so proud that so many students came out to honor our veterans. Billy Francis is doing a great job in that arena. We are going to do everything we can to support that.

Staff-wise, you are probably familiar with faculty Liz Maryanski is leaving, and I made an interim appointment for Kathleen Daily to fill her slot at least till we see how that develops. I am going to have Kathleen and probably our communications folks make a little bit of a change and report directly to me. I think those two offices are very important and I want to know exactly, from a day-to-day standpoint, what is going on. That's basically it. I don't want to take a lot of your time. Those are just three days. I hope I haven't messed anything up too badly. I hope to be able to come back here every opportunity I can to visit with you. I enjoyed visiting with the Steering Committee. I hope we can do that again. I do have a couple of issues to bring to—probably not this group—but first the Steering Committee to take a look at and talk about as we get further down the road. I'm headed to Miami tomorrow. Not just to go to the football game but we have a number of events dealing with potential donors that are there and I look forward to visiting them. I am going to New York next week to close one deal that I believe will be a substantial deal. And then the first week in December I will hit the road to go to Sarasota, Tampa, Miami, Ft. Lauderdale, Orlando, Jacksonville, on a three and a half day trip, again, to meet donors and to meet some of our perspective folks that want to give to Florida State University. As I've said before, the capital campaign is one of those things we can't afford to fail on. It obviously helps encourage the activities you all do – the research, all the things that are there. It will certainly help Florida State University, I think, as we move into the future. And again we have a half million dollars to raise, so it's going to take a lot of time, a lot of energy, and a lot of effort. I know the deans are working hard on it and developing officers from all the colleges. We are working hard on it. Gary is working hard on it. Everybody is working hard on it. But we have to make sure we do not fail on that. We have to do everything we can on it.

That's my little, short report. Thank you for the opportunity to be here. I'd be happy to answer any questions. Eric, do you have any questions? You are good? I saw your father walk up today and he said you were doing pretty good.

Jack Fiorito, from the Department of Management: My main concern is the academic policies of the University. [Inaudible]. But I want to make sure that you understand [inaudible] bargaining [inaudible]. I hear you talking about discussing salary issues, and I'm delighted on one hand because it's a problem we've been trying to address that for years. I want to make sure that you understand-

Thrasher: I get it. Jennifer and I have talked, and whatever plan I have we'll talk and I hope we can sell you on it. I realize it's my job to do that. But we have to get a plan first. We don't have one right now, but we are very close to getting one. I would be happy to visit and get your input.

Fiorito: Will we get to negotiate the final result?

Thrasher: I know a little bit about negotiations. I think we can do that.

Woman: Fran Berry, Askew School of Public Administration and Policy: What do you expect your top legislative priorities to be?

Thrasher: The preeminence. We did \$15 million the first year. We did 20 last year. I'd like to see if go to 25 million this year. We had a good visit with the Board of Governors last week. And I think the other issue that universities are starting to understand and we've got to hopefully address is the so called – I don't know if you remember it or not— the Courtelis matching funds where somebody provides matching dollars and the state used to match that. There is a lot of money out there sitting if we could get the state to come back with that program. Chancellor and I talked about it and we are going to see if that could be a priority of not just Florida State University but the entire state system. I think those two issues are critical. We obviously have our PECO List, so we want to finish the Ocean building and I think we are going to ask for the entire \$40 million to finish that off. And I think we are going to be able to get that. Those are just some of the ones right now. Who knows between now and then what else might be out there. The elections are over. The senate hasn't changed any except for me. There will be a new senator there. But the house is done. The leadership is there. And we are going to get started working with them so they understand what our priorities are.

Man: Lee Stepina from the College of Business: You mentioned preeminence money. A concern that we've dropped in ratings and of course there are metrics used for that. Our goal is to be top 25 and we went down 3. What are your thoughts on that?

Thrasher: Again, I think it is somewhat marginal in terms of 40 to 43. There is not a lot of difference when you look at where we need to go to. The thing about it is this year's rankings probably came in before some of the preeminence money and how that money was deployed. I expect us to do better next year. If we don't, I'll be very disappointed. We are going to work on that to ensure that, but I think you have to remember that we are here trying to get into the top 25 but everybody above us is too probably. So we are going to work hard on it, but I don't think there is that much difference between. As I look back at the history of it, a few years ago we were 42. Then we went to 40 and now we are 43. I think a lot of the preeminence money which we have deployed in certain areas that are important to *U.S. News and World Report* will make a difference as we look at next year. We'll keep checking on it.

Man: Mike Blaber, College of Medicine: There is a very small item which, once you settle into your position and you have time to think about things is university intellectual property [inaudible]. I think FSU could do more in that area. It's not as well developed in comparison to the University of Central Florida or other universities in Florida. And a lot could be done in that area.

Thrasher: Gary, is that something we can talk about? I think it is. We have talked a little bit about that, but certainly we can again and can talk to our legal counsel and see if there are some areas there we could protect a little better. How is the Medical School doing, by the way?

Thank y'all. I appreciate it.

**XIII. Adjournment**

The meeting adjourned at 4:41 p.m.



Melissa Crawford  
Faculty Senate Coordinator

## Dismissal and Reinstatement

Academic Dismissal constitutes a separation of the student from the University for academic reasons. The dismissed student **must** consult his or her academic dean at the time of dismissal about criteria governing possible reinstatement to the University. Students dismissed because of low grade point averages (GPA) may be reinstated only with approval of the academic dean under one of the following options:

(1) achieving the required minimum GPA through on-line courses taken in the Flexible Learning Program offered by the State of Florida, Division of Colleges and Universities;

(2) attending and graduating with an academic Associate in Arts (AA) degree from a Florida public postsecondary institution (or a regionally accredited institution within or outside the state) with an overall GPA of 2.00 or higher, with approval of the academic dean; or

(3) being immediately reinstated on academic probation by the academic dean (only in extraordinary circumstances). Under this option, if the student fails to achieve the required GPA for retention during the first term of reenrollment, the student will again be dismissed. Students are not eligible for reinstatement after two academic dismissals.

Each of these options is detailed below. Close consultation with the academic dean is required in order to determine if any of the following options are appropriate for a given student and his or her situation:

**Option 1:** Students must meet with their academic dean for approval to take courses in the Flexible Learning Program (correspondence course work) and to determine the minimum GPA that must be earned in the course(s) to be eligible for reinstatement. Grades earned in courses taken through the Flexible Learning Program will be applied to the student's FSU GPA. Credit hours earned while on dismissal can be applied to the minimum one hundred twenty semester hours required for graduation, and all rules governing transfer credit will apply.

**Option 2:** The student's FSU GPA will be reset to 0.00 upon readmission after earning an AA degree. In addition, the student earning an AA degree from a Florida public institution is guaranteed a minimum of sixty semester hours. Returning to FSU with an AA degree will not guarantee readmission to a limited access major or a major where prerequisite coursework has not been met.

**Option 3:** This option is only available to students in extraordinary circumstances and when the GPA deficit is minimal.

~~The dismissed student **must** consult the student's academic dean at the time of dismissal about criteria governing possible readmission to the University. Students dismissed because of low grade point averages (GPA) may be readmitted by: (1) achieving the required minimum average through correspondence courses offered by the State of Florida, Division of Colleges and Universities; (2) attending and graduating with an academic Associate in Arts (AA) degree from a Florida public postsecondary institution (or a regionally accredited institution within or outside~~



~~the state) with an overall college average of 2.0 or higher, with approval of the academic dean; or (3) being reinstated by the academic dean (only in extraordinary circumstances). In the latter case, if the student fails to achieve the required GPA for unconditional retention during the first term of reenrollment, the student will again be dismissed. Students are not eligible for readmission after two dismissals.~~

~~Consideration of the academic dismissal takes priority over any readmission application and must be resolved first. Students on dismissal are not eligible for readmission or the readmission appeals process unless they have first been reinstated by the academic dean. The academic dean is the final authority for reinstatement consideration. Reinstatement by the academic dean does not constitute automatic readmission. Students who have been out of the University for more than two consecutive semesters must go through the readmission process and meet University requirements and standards.~~

~~Under option 2, the student's Florida State University GPA will start over upon readmission. In addition, the student earning an AA degree from a Florida public institution is guaranteed a minimum of sixty semester hours.~~

~~Grades earned at another institution cannot be used to improve the Florida State University GPA. A student cannot raise the GPA by taking courses at another institution after receiving the AA degree.~~

~~Credit hours earned during any period of dismissal cannot be applied to the minimum one hundred twenty semester hours required for graduation. The only exception made to this provision is for credits earned under option 2 above.~~

Consideration of the academic dismissal takes priority over any readmission application and must be resolved first. Students on dismissal are not eligible for readmission or the readmission appeals process unless they have first been reinstated by the academic dean. The academic dean is the final authority for reinstatement consideration. Reinstatement by the academic dean does not constitute automatic readmission. Students who have been out of the University for more than two consecutive semesters must go through the readmission process and meet University requirements and standards.

All students who enter Florida State University for the first time are assured retention for their second term. Students may, however, be placed on academic probation at the end of the first enrolled term.

Students pursuing multiple degrees under different careers (i.e., graduate and undergraduate simultaneously) are subject to the retention standards of the career associated with each degree. Dismissal from one career does not automatically constitute dismissal from the second career when those careers are different (i.e., undergraduate and graduate, or Law and graduate).

Graduate students should refer to the "Dismissal" section in the "Academic Regulations and Procedures" chapter of the *Graduate Bulletin*.

Report of the Ad Hoc Faculty Senate Committee on Units without Ranked Faculty  
10 November 2014

Chair: Kristine Harper

Members: Bob Ellingson, David Whalley, Victor DeBrunner, Vall Richard

Committee purpose: evaluate issues relating to faculty governance for academic units that do not otherwise have senate supervision (i.e., units with teaching requirement, but no ranked faculty).

Questions:

(1) To what extent do they operate on campus?

(2) What policy might be put into place to enable oversight of the units, particularly in relation to curriculum development and faculty evaluation procedures?

The committee identified two on-campus units that teach courses, offer no degrees, and do not fall under the Faculty Senate: the Program for Interdisciplinary Computing (PIC) and the Center for Intensive English Studies (CIES). In addition, the College of Applied Sciences at Panama City offers three undergraduate degrees and one graduate degree, none of which fall under the supervision of a department or a college on the FSU Main Campus in Tallahassee. The common element: all are staffed by specialized faculty and supervised by an administrator.

### **Program for Interdisciplinary Computing (PIC)**

According to its website, PIC is an academic cooperative funded by the College of Arts and Sciences and the College of Communication and Information, with additional support from the College of Business, the College of Fine Arts, the College of Education, and the FSU Council of Deans. PIC assists faculty from across the University with the development, operation and promotion of interdisciplinary computing and IT courses.

This non-degree program is staffed by three specialized faculty who are assigned to the College of Arts and Sciences under Interdisciplinary Arts and Sciences. According to its director, Ken Baldauf, funding comes through A&S, and the infrastructure and staff support (i.e., the handling of course schedules and the like) is handled by the College of Communication and Information. A steering committee, which includes faculty members appointed by the deans of the aforementioned colleges, meets twice each semester and provides advice and support. A considerable number of students take these courses via distance delivery, and the resulting funding is used to hire TAs from several departments in the participating colleges. In addition to six courses that are housed within PIC, another six courses are housed in other colleges and appear on the PIC website to give students a “one-stop shopping” spot for finding basic computing courses regardless of their major.

Student Credit Hours are assigned to the college that teaches the courses—in the case of PIC courses, that means they are assigned to Arts and Sciences via Interdisciplinary Arts and Sciences. So that students can find the courses, they are

listed under their home college/department, and then after add/drop they are transferred to Interdisciplinary Arts and Sciences.

Concerns: The committee is concerned that the PIC program has no faculty governance because it does not fall under the Faculty Senate. Steering committee members, all tenured or tenure-track, are appointed by their deans, and hence fall under administration, not the Faculty Senate. For several years, the student credit hours generated by PIC faculty members were assigned to the Department of Scientific Computing, whose faculty and students never taught for PIC. Furthermore, the changing of the unit to which the courses are assigned after add/drop to PIC is evidence of a lack of transparency.

### **Center for Intensive English Studies (CIES)**

CIES is a non-degree program falling under the Graduate School. Its 13 specialized faculty teach English at beginning, intermediate, and advanced levels to non-English speaking students seeking to become sufficiently proficient in English so that they can succeed as students in U.S. universities. It does not fall under the Faculty Senate.

Concerns: The committee is concerned that CIES has no faculty governance. CIES's specialized faculty members are supervised by an administrator from the Graduate School.

### **College of Applied Sciences, FSU-PC Campus**

The College of Applied Sciences at the FSU-PC Campus offers four degrees that do not fall under the auspices of any departments/colleges at the main campus in Tallahassee: Professional Communication, Public Safety and Security, and Recreation, Tourism, and Events (all undergraduate degrees), and the Combined Professional Communication/Corporate and Public Communication (BS/MS) degree. Remaining degree options are connected to departments/colleges on the main FSU Campus, and courses taught at Panama City that meet those degree requirements are reviewed during the Quality Enhancement Review process for the home departments in Tallahassee. The degrees that are awarded through the College of Applied Sciences, however, are not reviewed by a Tallahassee-based QER process and do not appear on the master QER schedule. According to the acting dean, Dr. Steve Leach, those reviews will take place under the auspices of the College of Applied Sciences.

Concerns: the FSU-PC campus does not have any tenure-track/tenured faculty. While the courses that are taught under the auspices of departments here in Tallahassee and which count toward FSU-PC degrees are reviewed during the QER process, the degree programs that are housed strictly at the FSU-PC campus are not.

Recommendations:

(1) Any unit that is offering courses, whether in a degree or non-degree program, needs to belong with a unit that falls under faculty governance. Any teaching unit not currently under Faculty Senate governance could either (a) find a department directed by tenured/tenure-track faculty members and join with that department, or (b) request that a Faculty Senate appointed committee serve to provide faculty governance.

(2) Non-degree and degree programs that chose not to join a department/college that falls under Faculty Senate governance, would need to be added to the QER schedule to make sure that all SACS accreditation-related matters are addressed.

(3) During registration, scheduled courses would show the unit that is teaching them, not the unit that has requested that the course be taught. This would bring transparency to the process, making clear the unit that would be getting the SCHs for teaching the course, and would eliminate the need to switch the unit designation after add/drop has ended.

Submitted on behalf of the committee:

A handwritten signature in cursive script, reading "Kristine C. Harper".

Kristine C. Harper, Chair  
10 November 2014