

2004

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**SENATE EXECUTIVE COMMITTEE
MINUTES**

September 3, 2003

Present: Michael Barber, Glen Besterfield, Elizabeth Bird, Ellis Blanton, Susan Greenbaum, Andrew Hoff, Sara Mandell, Jana Futch Martin, Fraser Ottanelli, Carol Steele, Thomas Terrill, Nancy Jane Tyson

Provost's Office: Renu Khator, Ralph Wilcox

The meeting was called to order at 3:12 p.m. Since this was the first meeting of the new Senate Executive Committee (SEC) for the 2003-2004 Academic Year, introductions were made.

The Minutes from the April 2 and May 20, 2003 meetings were approved as presented.

SENATE PRESIDENT'S REPORT AND ANNOUNCEMENTS (Elizabeth Bird)

President Bird's report consisted of updating the SEC members on past issues, as well as reporting on new ones that came up during the summer.

The first update was on the Permanent Faculty Personnel Rules. President Bird explained that in general, what the Rules Committee was trying to do was put the faculty back in the emergency rules, in all the places where there was a role for them, such as tenure decisions and layoffs. The rules, as passed by the Faculty Senate in March, 2003, were approved by the Board of Trustees and will be in effect on or around October 15th. President Bird summarized some important things that the University of South Florida (USF) gained in these personnel rules:

- It is the first university in Florida to add sexual orientation to the non-discrimination rule.
- It achieved a more full and complete definition of academic freedom and responsibility that is better and more encompassing than before.
- The peer review committee was formalized to be used in termination decisions regarding tenured faculty.
- Better leave provisions were secured than those featured in the emergency rules.
- Better definitions of what constitutes professional, outside activities were written.
- A better grievance procedure was secured that was not so lopsided in favor of the administration. However, the United Faculty of Florida (UFF) will be formalizing the grievance process that will apply to most of the faculty.

President Bird pointed out that it is now time for the Senate to turn the terms and conditions of employment over to the UFF. Collective bargaining between the UFF and the university is beginning, and she did not think that the Senate will be addressing these issues in the near future.

At the same time, the Senate should remember that the terms and conditions of employment for non-bargaining-unit faculty members are not affected by collective bargaining.

The second issue that President Bird addressed was condemnation of USF by the American Association of University Professors (AAUP) for its handling of the Dr. Sami Al-Arian case. A vote of censure depends on the possibility of a remedy, and due to the fact that Dr. Al-Arian is incarcerated, no remedy is apparent. The AAUP, however, voted down a motion that no action be taken, arguing that actions by the USF administration during the early days of the Al-Arian case were too egregious to pass unremarked. The condemnation was the end result. The AAUP assured USF that it will be keeping a very close eye on developments relating to academic freedom and governance at the university.

President Bird pointed out several crucial reasons why it is vital for the faculty to reform its old ways of doing business when it comes to shared governance. Some of these reasons were:

- USF should try to get back into the good graces of the AAUP.
- USF is facing SACS reaccreditation and one thing that it has to prove is that it has a working system of faculty governance.
- It is time to develop a real, productive relationship between administration and faculty.
- Finally, it is the right thing to do – really good universities are those with strong faculty, a committed faculty, and a faculty who believe their voices are heard.

Although the success of the Rules Committee was taken by some people to mean that things have changed, President Bird announced that there is still a long way to go as she learned over the summer. For example, she discovered that policies that would have a direct and significant effect on faculty had been developed and, in some cases, moved toward promulgation with literally no faculty involvement.

Another instance was an initiative on changing the process of granting Emeritus status that had been sent to Academic Affairs to be brought to the Senate's attention, and had simply never been seen again. Other policies developed with considerable faculty and student input, such as a policy on campus free speech, have languished for almost a year, buried on an administrator's desk. At President Bird's request, Interim Provost Khator halted the promulgation of some questionable policies. There are now committees charged to examine them and make recommendations. Senator Steve Permut is leading a group looking at a proposed regional campus plan and how it affects faculty. The Graduate and Undergraduate Councils are looking at a policy on exploitation in the classroom. Senator Emanuel Donchin, with cooperation from the Honors and Awards Council, has chaired a committee to revise the granting of Emeritus status.

President Bird announced that Interim Provost Khator has expressed a real commitment to work with faculty and is telling administrators clearly that they must include faculty in all decisions. President Genshaft is also being very positive. President Bird plans to put together a working

group on governance to look at infusing principles throughout the university. She pointed out that governance principles do not work unless they go all the way down from the Senate. To assist in this, President Bird feels that the role of the Senate needs to expand and become more proactive. The Senate needs to bring attention to issues that directly affect the quality of life for faculty, such as working conditions, the out-of-control problems of theft in many buildings, overcrowded classrooms, and the fact that while administrators' salaries keep pace with national standards, faculty salaries continue to lag behind. In addition, President Bird has a goal to involve faculty, not just Senators. She wants people to bring issues to the Senate, and step forward when there is work to be done. She would like to see Senators communicate better with their constituents, so everyone is not working in isolation. President Bird wants to make the Senate web site a real source of information about important faculty issues. Some of the issues addressed at today's meeting will help move these things forward, such as the suggested changes to the *Constitution* and the document she developed that lays out suggested principles of shared governance.

President Genshaft informed President Bird that she followed up on a comment made at an earlier SEC meeting about the conditions of the bathrooms in Cooper Hall. President Genshaft asked President Bird to let everyone know that she had gone to look at the bathrooms, and she did not think they were as bad as she had been led to believe.

President Bird asked for the opinions of the SEC members whether or not to recommend to President Genshaft that an additional two faculty members should be appointed to the Provost Search Committee. The sentiment of the group was that they wanted faculty, no more chairs or deans, just regular faculty. She asked that the SEC send her names and suggestions to be forwarded to President Genshaft.

INTERIM PROVOST'S REPORT (Renu Khator)

Before beginning her report, Provost Khator announced that Vice Provost Robert Chang will be attending future meetings of the SEC. He was not at today's meeting because he was out of town. There were three parts to her report: external environments, a budget snapshot, initiatives that are ready to go.

Provost Khator pointed out that throughout higher education in the State of Florida there are accountability measures, with three forces working. One is the K through 12 Task Force. There are eight measures, seven of them have nothing to do with the university, but the eighth one does. Nonetheless, they are working, they have their quota structure, their committees, they have all kinds of people from everywhere and they are looking at strategies. The second committee is called the Accountability and Performance Affairs Committee and is chaired by Steven Uhlfelder. That committee is looking at benchmarks and performance measures.

The third accountability item is the Council on Education which will be reporting directly to the Board of Governors (BOG). This is on higher education and they are looking at performance measures and exactly what we can do. They are the ones that are saying we should have a contract system for the university which means that we should give the university a certain amount of money in expectation of a certain amount of outcomes achieved.

The fourth thing that is happening is the BOG realized that we have a mandate. The BOG has asked Chancellor DeBroski to look at all university strategic plans and come up with common themes and decide whether those common themes match the other common themes. However, there is not much clarity from the external environments. Basically, USF is opposed to accountability measures, because there are many built-in accountability measures. Therefore, USF will look at performance measures as they honor institutional flexibility, and as they give us the broad mandate and allow us to move on with our strategic plan. That is the approach USF is taking rather than sitting there working line after line.

Provost Khator gave a review of the 2002-2003 Budget covering the following topics:

- All Sources Budgeted Expenditures
- E & G Funding Sources
- E & G Student Fees
- Tampa E & G Base Budget/Percent of Base by VP Area, Excluding HSC
- Academic Affairs/ E & G Operating Budgets
- E & G Operating Budget/FTE
- Academic Affairs/2001-02 E & G Expenditures

Budget Reductions 2003-2004

- Budget Reduction and Tuition Distribution/By Campus
- Budget Reduction and Tuition Distribution/ By Campus Vice Presidential Area

Interim Provost Khator reported that there were three things that came out of the recent Leadership Retreat. One of them was a student progress tracking system. She explained that what is happening is that departments do not have any idea of how many seats to offer, how many classes to offer, and it is a nightmare trying to find an open class at the last minute. A model for a student tracking system was presented by the University of Florida. After the retreat, the system was discussed and the decision was that Academic Affairs should do something about it. SEC members can go to the University of Florida website and read more. Interim Provost Khator pointed out that she will need guidance from the SEC as to how do they think Academic Affairs should proceed.

The next item Interim Provost Khator discussed was the Strategic Plan. It has nine goals and ninety-two strategies and the Board of Governors (BOG) wants the universities to track progress. While going over the strategies, she discovered that there are many that make sense and there are many not here that should be here. Interim Provost Khator would like to focus on some that seem to be important so that those can be put up front. She asked that the SEC give her some guidance as to which of those ninety-two strategies (no more than eight or ten) should be moved to the forefront to show progress. In approximately two months, the BOG will ask the universities to give a progress report on their respective strategic plans. However, if the faculty feel that all ninety-two strategies are equally important, that is fine with her.



President Bird asked everybody to look at the ninety-two strategies and email back to her their top ten. She added that the Strategic Plan will be on the October agenda for a limited discussion.

REPORTS BY OFFICERS AND COUNCIL CHAIRS

a. Senate Vacancies (Jana Futch Martin)

Secretary Martin announced that due to the retirement of Senator Sape Zylstra in the School of Architecture, Professor Daniel Powers will be his replacement until the next election in the Spring. In the College of Arts and Sciences, Senator Harry Vanden will be on sabbatical for a year and Professor John Cochran will be his replacement.

b. Nominations from Committee on Committees (Ellis Blanton)

Chair Blanton announced that during the summer the Committee on Committees received a request from the President's Office to review nominations for the President's Councils, and he presented the following recommendations to the SEC:

COMMITTEE ON COMMITTEES RECOMMENDATIONS FOR PRESIDENTIAL COMMITTEES AND COUNCILS

September 3, 2003

Athletics Council

Ann Cranston-Gingras (EDU)

Committee on Issues of Sexual Orientation

Michael Foley (VPA)

Women's Status Committee

Marion Becker (FMHI)

Jeanne Travers (VPA)

A motion was made and seconded to accept these nominations to the President's Councils. The motion unanimously passed.

Chair Blanton announced that due to all of the issues that the Faculty Senate was addressing at the end of spring semester, a new Committee on Committees (COC) was not selected. Therefore, this needs to be done at the September Senate meeting. What that means, however, is that the process for soliciting nominations for all the committees will be delayed a month. Normally, the review process would have started in September, but it will have to be delayed another month. He added that he anticipates a busy semester for the COC.

c. Other Reports

Graduate Council (Sara Mandell)

Graduate Council Chair Mandell announced that the Graduate Council has not yet had its first meeting, but there is a problem that came up last year at the Graduate Council and also came up at Academic Computing Committee meetings of which she was Chair. That is, when a faculty member has to resign from a committee, because he/she is on sabbatical, or simply cannot keep up with the meetings. It seems as if the department chairs and the college deans assume that it is their prerogative to appoint someone to those committees. It does not go through the COC or the Senate, someone just shows up and states that a particular department chair or college dean appointed them to the committee. Sometimes the appointee has a letter from either the department chair or college dean.

President Bird responded that this issue came up last year and it was not resolved. She would like to have a letter sent to the department chairs and college deans to inform them this is not the way to do it if they want a replacement. Graduate Council Chair Mandell felt that the idea of a letter was very good. She also recommended including it in the appointment letter to the faculty member so that the faculty member remains aware that it is not his/her prerogative to transfer the appointment to the prerogative of his/her dean or chair. Chair Mandell feels that the normal way of appointing is the best way. That is, the resigning person should notify the chair of the committee or council; the chair of the committee or council should then notify the chair of the Committee on Committees of the resignation and that a replacement is needed to fill the vacancy.

President Bird agreed and will put together documents that everybody can give to their own committee just to streamline and clarify the process.

OLD BUSINESS

There was no old business to discuss.



NEW BUSINESS

a. Discussion of Recent Policy Initiatives: Policy on Exploitation; Regional Campus Plan

Although the Policy on Exploitation was on the agenda, it was not discussed at today's meeting. President Bird explained that the policy had been moved into the promulgation stage during the summer without feedback from the Senate. Therefore, President Bird asked President Genshaft and Provost Khator to pull the policy until it had been properly reviewed by all parties. They agreed and the policy is now ready for review and feedback by the Senate.

President Bird announced that a regional campus plan is in progress which will address the terms and conditions of employment for out-of-unit faculty members not affected by collective bargaining. The committee is being chaired by Senator Steve Permeth.

b. Suggested Changes to the Constitution

A motion was made and seconded to accept the proposed changes to the *Constitution of the Faculty of the University of South Florida (Constitution)*. The motion unanimously passed and the floor was opened for discussion of the following proposed changes.

ARTICLE II. Faculty Senate (page 1)

A. Membership

The Faculty Senate shall be composed of sixty elected members apportioned among and representing the academic colleges and the regional campuses of the University of South Florida in accordance with the apportionment criteria contained in Section B of Article II and such ex officio members as stated in this section. In establishing representation, the Faculty Senate may determine that a unit be represented that is not a recognized college. Members of the Faculty Senate shall be elected by the general faculty.

The faculty chairpersons of the Graduate Council, the Research Council, the Undergraduate Council, the Library Council, the Instructional Technology and Distance Learning Council, the Academic Computing Committee, ~~the Bachelor of Independent Studies Committee~~, the Commencement and Convocation Committee, the Faculty Committee on Student Admissions, the Faculty Evaluation and Standards Committee, the Governmental Relations Committee, the Honors and Awards Council, the Publications Council, and the University Honors College Committee and the Commanding Officers of the Army, Air Force and Navy ROTC programs will be members of the Faculty Senate, ex officio, if not already elected as members.

President Bird explained that this section refers to ex officio members of the Senate who serve on the Senate because of the office that they are holding. They are full voting members of the Senate. It was discovered that there was an odd inconsistency in relation to the Commanding Officers of the Army, Air Force and Naval ROTC who have been listed on the roster for some time as ex-officio members of the Senate. Past President Tyson clarified that only the Commanding Officer of the Army had been on the roster since 2001. The other Commanding Officers were added under the Presidency of Gregory Paveza which was between 2002 and 2003. However, they have never officially been added to the Constitution. It became practice over several years that they attend. In consultation with Past President Tyson, President Bird found that there is an understanding that ROTC Commanders have attended Senate meetings with a vote although they are ex officio, non-voting, but it is not written anywhere officially. Past

President Paveza has suggested that they be ex officio voting members of the Senate. Discussion was held as to whether or not to allow the ROTC Commanding Officers (CO) to be ex officio voting members of the Faculty Senate. President Bird felt that the COs do not represent a department. In addition, to have three Senators from St. Pete and one from Sarasota, and three from the ROTC, seems out of proportion. In addition, she pointed out that they are not faculty.

Past President Tyson added that during 2001 the issue came up as to whether or not to allow these members to serve on Standing Committees of the Faculty Senate. These members are not paid by the state, but by the federal government, so an arrangement was made where they were all being paid one cent so they would be eligible to serve on the committees. President Bird replied that there are a number of people who serve on committees who are not on the Senate, so they do not necessarily need to be members of the Senate. Past President Tyson clarified that the issue was not whether they were on the Senate or not, it was that they were not faculty. The issue centered around where their pay came from. President Bird added that may have been relevant then, now it has no relevance to whether they in fact are ex officio to the Senate. She clarified that there is no constitutional status for them. She questioned if there was some reason why there should be three voting ROTC members on the Senate roster. After a brief discussion, a motion was made and seconded to insert "a representation of" in the last sentence of the last paragraph and before the words Commanding Officers. With that amendment, one individual can represent the Army, the Navy, and the Air Force ROTC. That way there is no bias and they have one representative, and they can rotate or elect whoever they want. The motion was unanimously passed.

C. Elections (page 2)

4. Terms. The term of each Senate seat shall be three years, beginning the first day of the fall semester following the annual election. A person may seek re-election for a second three year term after which a period of one year must elapse before a member of the faculty may be re-elected to the Faculty Senate.

President Bird explained that Past President Paveza made this suggestion.

D. Officers (page 3)

The Faculty Senate shall have a President, Vice President, Secretary, and Sergeant-at-Arms, and Senator-at-Large elected by the members of the body from among the elected senators. The Parliamentarian shall be chosen by the President of the Faculty Senate from among the Senate membership.

This was an addition of the Senator-at-Large who has been functioning for several years but has never officially been put into the Constitution.

ARTICLE III. Jurisdiction (page 3)

A. Responsibilities

~~The Faculty Senate shall constitute the principal advisory body to the President of the University and the Provost and has the responsibility to review and make recommendations to them concerning decisions of the University on matters pertaining to the welfare of the University, particularly those of special interest to the academic division of the University. Senators shall report regularly to their constituencies.~~

The Faculty Senate serves as the main channel of communication between rank and file faculty members and the central administration of the University. The Senate shall constitute the principal advisory body to the President of the University and the Provost and has the responsibility to review and make recommendations to them concerning decisions of the University on matters pertaining to the welfare of the University, particularly those of special interest to the academic division of the University. Senators shall report regularly to their constituencies.

The Senate may discuss and take a position on any subject of University concern, and may initiate policies on these matters to the President. The Senate also appoints faculty members to serve on the University-wide committees as well as Faculty Senate committees; these committees carry out much of the work of the Senate. Faculty members are afforded an opportunity each year to volunteer for committee service. The Senate will have a significant role in the appointment of academic administrators, as well as the periodic performance reviews of such administrators.

President Bird pointed out that the second paragraph was added to reflect the new personnel rules.

ARTICLE IV. Committees (page 3)

A. Senate Committees

1. Executive Committee

The Executive Committee of the Faculty Senate advises the President of the Senate, meets with the President of the Faculty Senate and also the President of the University and the Provost on a regular basis, and assists the President of the Faculty Senate in determining the agenda for Senate meetings. The membership of the Executive Committee is as specified in the *Bylaws*

These meetings have been taking place during the past two years and are being added at this time.

ARTICLE V. Meetings (page 4)

- B. The original revision was to change “he deems it” to “deemed. “ After a brief discussion it was agreed to change it to “she/he deems.”

ARTICLE VI. Amendments (page 5)

- A. Amendments to this *Faculty Constitution* may be proposed either through written petition from twenty-five members of the general faculty, or through written petition by five faculty senators or by a motion brought forward from the Senate Executive Committee.

ARTICLE VII. Compliance (page 5)

The provisions of this *Constitution* shall not be construed in any manner so as to conflict with the laws of the State of Florida, the policies of the Board of ~~Regents~~ Governors or policies of the Board of Trustees or contractual agreements between the Board of ~~Regents~~ Trustees and bargaining agents.

The motion to accept the revisions to the *Constitution* was unanimously passed.

c. Changes to the Bylaws

A motion was made and seconded to accept the changes as presented. At this time, the following proposed changes were discussed:

ARTICLE III. Officers of the Faculty Senate (page 1)

B. Term of Office

The term of office of the officers of the Faculty Senate will be one year, with the exception of the President, who will serve a two-year term. The President of the Faculty Senate shall be elected from among those senators serving their last two years in office. The term of office shall begin on the first day of ~~classes of the contract in~~ the fall semester following the annual election.

President Bird commented that the suggestion was made last year that the Senate President should serve a two-year term instead of a one-year term. The rationale was that one year was not really enough but by serving two years the Senate President would be able to have more of an impact in his/her added role of being on the BOT. The other main piece to this section of when the term of office should begin was that it previously began on the first day of classes. The problem this year for the first time was that Board of Trustees met three days before classes began which created with situation in which

President Paveza was teleconferenced and President-elect Bird was sitting in the audience. So to avoid that happening in the future, President Paveza suggested a much earlier beginning of the term, right after spring semester. However, President Bird felt it would be good to have the previous President there during the summer with more of a wind down period. Therefore, the compromise suggestion was the term of office should begin on the first day of contracted fall semester which is usually somewhere around August 7.

The SEC members felt that although it was a good idea to have a Senate president serve a two-year term from a continuity standpoint, more concern was expressed about the fact that it limits the pool of people who are eligible. A motion was made to amend this section by deleting the second sentence and replacing it with “An elected president whose first year in office would be their last year as a Senator, shall have their term automatically extended by one year.” The motion was seconded and unanimously passed.

E. Vacancies

Should the President of the Faculty Senate resign that office, the Vice President will be his or her replacement unless the resignation occurs between the time of the bi-annual election at which the new Senate President was elected and the date of accession of that office in which case the President-elect will immediately assume the office of President. Should the Vice President, the Secretary, or the Sergeant-at-Arms resign, those individual offices will remain vacant until a new officer can be chosen by the Faculty Senate.

The Secretary of the Senate, when informed of a vacancy in one of the offices of the Faculty Senate, shall promptly inform the members of the Faculty Senate of the vacancy. The notice will also inform the members of the Faculty Senate of the date of the regular meeting of the Faculty Senate which the Secretary has chosen as the nominating meeting for this vacancy. After all nominations have been received at this meeting, the election to the office will proceed either by division of the house, by written ballot at this meeting, or by mail ballot, at the discretion of the Secretary. In the event that the vacancy is that of the Secretary of the Senate, the Sergeant-at-Arms will execute these procedures.

ARTICLE V. Senate Committees (page 3)

A. Standing Committees of the Senate

2. Bylaws Committee

The President of the Faculty Senate shall appoint, with the advice and consent of the Senate, elect a Bylaws Committee which will propose to the Senate changes in the Constitution of the Faculty of the University of

South Florida or the Bylaws of the Constitution of the Faculty of the University of South Florida. Three senators shall serve on the Bylaws Committee.

B. Elections (page 3)

2. ~~Members of the Bylaws Committee are nominated from the floor. Voting may be by written ballot, conducted by mail, or during a regular meeting of the Faculty Senate in the spring semester. The one year term begins the following fall semester.~~

D. Executive Committee (page 4)

1. Composition

The Executive Committee is composed of the President of the Faculty Senate, the Vice President, the immediate past President of the Faculty Senate, the Secretary, the Sergeant-at-Arms of the Senate, the Chairperson of the Committee on Committees, the Parliamentarian, and one Senator-at-Large. ~~The Senator-at-Large is elected in the spring semester with the term of office beginning in the fall.~~ The faculty chairpersons of the Graduate, Instructional Technology and Distance Learning Council, Library, Research, and Undergraduate Councils shall be members, ex-officio, of the Executive Committee. No member of the Senate Executive Committee (SEC) may hold or represent two offices on the SEC.

~~The following definition of ex-officio was approved by the Faculty Senate on March 17, 1999:~~

An ex-officio member is not elected or appointed to a committee or the Senate or Senate Executive Committee, but becomes a member when elected or appointed to a particular office. When an ex-officio member ceases to hold that office, membership on the committee in the Senate or on the Senate Executive Committee terminates and the ex-officio member is replaced by the successor in the office. An ex-officio member has all the rights, responsibilities, and duties of any other member of the committee, including the right to vote. ~~(Sturgis Standard Code of Parliamentary Procedure, second edition, pp. 178-179)~~

2. Functions

- d. It will serve as a faculty advisory body to the President of the University and to the Provost and in that capacity should meet with these University officers on a regular basis to be determined with the Provost to serve as a faculty advisory body to the Provost.

E. Academic Division Councils and Committees (page 5)

Proposed change was to delete the Bachelor of Independent Studies Committee from this list.

F. Special and Ad Hoc Committees of the Senate (page 5)

ARTICLE VII. Attendance (page 6)

B. Excessive Absence

A senator who must be absent from a meeting may send an alternate as a replacement. The alternate must be an individual who is eligible for membership in the University of South Florida Faculty Senate. The alternate must be so identified with a note from the elected absentee senator. A senator who has unexcused absences from two regular meetings, without an alternate, in any ~~academic~~ semester year is presumed to have resigned from the Faculty Senate. The Sergeant-at-Arms shall inform the Senate at the next regular meeting of resignations because of absence.

ARTICLE VIII. University-Wide Committees and Councils (page 7)

A. Formation of New University Committees and Councils

1. The formation of new standing university-wide committees and councils is proposed on the Senate floor and is recommended to the President of the University by a majority vote of the Senate. Each standing university-wide committee or council may form ad hoc committees from within its own membership. Requests for ad hoc committee members from the general faculty will be made to the President of the Senate or to the Chairperson of the Committee on Committees. Nominations will be called for during the next regular meeting of the Senate, approved by vote of the senators present and forwarded to the President or his/her representative for appointment.

B. Nominations to University-Wide Committees and Councils

The Committee on Committees will nominate members of the general faculty for each position on the university-wide committees and councils. For purposes of membership on university-wide committees and councils, the definition of "General Faculty" will include all titles listed in Instructional and Non-Instructional faculty sections of the USF Faculty pay plan. These include titles with modifiers like "Research," "Clinical," and "Visiting," etc., and/or titles with the terms "Assistant-In," "Associate-In," etc. Nominations may be made from the floor of the Senate. All such nominees must be approved by a majority vote of all Senators present and voting prior to submission of the list of nominees to the

President of the University, the Provost or the appropriate University Vice-President for appointments.

ARTICLE IX. Standing Rules and Policies (page 7)

Standing rules and policies of the Senate and of its committees may be recommended to the Senate by any senator or committee at any meeting of the Senate. Such standing rules and policies shall be adopted by majority vote of those present and voting. Senate committees may adopt temporary standing rules and policies, consonant with the *Constitution* and the *Bylaws*, necessary to the operations of such committees, subject to subsequent approval by the Senate. Changes in standing rules and policies or amendments to ~~policies~~ them shall be proposed and adopted in the same manner.

The motion to accept the proposed *Bylaws* changes and amendments as discussed was unanimously passed.

d. Proposed Resolution and Principles of Shared Governance

President Bird explained that the rationale for this document (attached) was that faculty are aware of the condemnation by the American Association of University Professors (AAUP) of the university's actions that led to the termination of a tenured professor. However, the Senate would like to take this opportunity to move forward by presenting a principle of shared governance on the part of faculty as well as the administration. A motion was made and seconded to accept this proposed resolution and the floor was open for discussion.

Much of the discussion evolved around the second paragraph. It was pointed out that not all faculty are in agreement with this paragraph and by leaving it in the resolution creates an assumption that they do. In addition, it was brought up that if this resolution is not passed unanimously, it does not represent the entire assembly. A motion was made and seconded to delete the second paragraph of the motion. The motion failed.

A second area of discussion was the use of "regrets" in the first sentence of the resolution. A motion was made and seconded to delete the second paragraph and to replace in the first sentence of the resolution the word "regrets" with "acknowledges." The motion passed.

President Bird explained that the remaining section of the resolution set up principles and that the administration will be called upon to respond when faculty initiate changes. A motion was made and seconded to format item number 3 so that it is set up like numbers 1 and 2, with each item emphasized. The motion passed.

At this time, the motion to accept this resolution as amended was passed.

There being no further business, the meeting was adjourned at 5:30 p.m.

Proposed Resolution and Principles of Shared Governance:

The University of South Florida Faculty Senate regrets the decision of the American Association of University Professors to condemn the university's actions that led to the termination of a tenured professor. This condemnation has brought negative attention to USF, and is an embarrassment to members of the faculty.

However, the Senate recognizes that the AAUP's rationale for such condemnation is justifiable, according to the standards of academic freedom for which the Association stands.

The Senate resolves that it is now incumbent upon both the USF Administration and the Faculty to work together to develop a climate conducive to the operation of genuinely shared faculty governance, in which faculty have a primary role in determining all policy and practice relevant to the academic functioning of the university.

The Senate thus endorses the Principles of Shared Governance presented below. We call upon the President, Provost, and the entire Administration both to endorse these Principles and to respond appropriately to Senate initiatives that will transform these principles into practice.

USF Principles of Shared Governance

All great universities embrace the concept of shared governance, which reflects a commitment by faculty, administration, and staff to work together toward the common goal of strengthening the educational mission of the university. Indeed, USF has recognized the concept in Rule, by stating that "On the part of the Administration, Academic Responsibility implies a commitment actively to foster within the University a climate favorable to responsible exercise of freedom, by adherence to principles of shared governance, which require that in the development of academic policies and processes, the professional judgments of faculty members are of primary importance."

Shared governance represents a mutual respect within the university community for the contributions that all members bring to that common goal. As expressed by the AAUP, "a college or university in which all the components are aware of their interdependence, of the usefulness of communication among themselves, and of the force of joint action will enjoy increased capacity to solve educational problems."

USF seeks to underline its role as a major public university by making an unequivocal commitment to these central principles of shared governance:

1. Faculty members have the **principal** responsibility for originating policy, under administrative supervision, in the following areas:
 - Academic policy, including initial authorization and direction of all courses, curricula, and degrees offered;
 - Scholastic policy, including scholastic standards for admission, grading, continuation, graduation, and honors; and

- Academic ethics, including development of policies and procedures
 - Research
2. The faculty shall act **jointly** with the administration to make recommendations in the areas of:
- Policies and procedures for faculty appointment, promotion and tenure review, reward systems; discipline and termination;
 - Student conduct and activities;
 - Budgetary review and strategic planning;
 - Selection and review of academic administrators;
 - Making of policy concerning the general academic welfare of the University.
3. A commitment to shared governance requires that faculty members, primarily through their representative governance body, the Faculty Senate, as well as through College and Department governance structures, must be included **at all stages** of the process of making/reviewing policy, developing curricula, selecting and reviewing administrators, making budgetary decisions, and all other areas relevant to the academic functioning of the University. Notification after the fact does not constitute such inclusion. Shared governance must be seen to operate at all levels of the University, from departments, through Colleges, to the University as a whole. Governance documents at all these levels should reflect this spirit, and governance should be seen to operate accordingly.