

1 *Article 21*

2 ***OTHER FACULTY RIGHTS***

3 21.1 Professional Meetings. Faculty members should be encouraged to and may, with the
4 approval of the supervisor, attend professional meetings, conferences, and activities. Subject to
5 the availability of funds, the faculty member's expenses in connection with such meetings,
6 conferences, or activities shall be reimbursed in accordance with the applicable provisions of
7 state law and rules and regulations having the force and effect of law.

8 21.2 Office Space. Each faculty member shall be provided with office space which may be on a
9 shared basis. The parties recognize the desirability of providing each faculty member with
10 enclosed office space with a door lock, office equipment commensurate with assigned
11 responsibilities, and ready access to a telephone. Each faculty member shall, consistent with
12 building security, have reasonable access to the faculty member's office space and laboratories,
13 studios, music rooms, and the like used in connection with assigned responsibilities; this
14 provision may require that campus security provide access on an individual basis. Before a
15 faculty member's office location is changed, or before there is a substantial alteration to a faculty
16 member's office to a degree that impedes the faculty member's work effectiveness, the affected
17 faculty member shall be notified, if practicable, at least one (1) month prior to such change.

18 21.3 Safe Conditions. Faculty members' safety while performing their jobs on campus is of
19 paramount importance.

20 (a) Whenever a faculty member reports a condition which the faculty member feels
21 represents a violation of safety or health rules and regulations or which is an unreasonable hazard
22 to persons or property, such conditions shall be promptly investigated. The appropriate
23 administrator shall reply to the concern, in writing, if the faculty member's concern is
24 communicated in writing.

25 (b) Precautions to ensure faculty safety from armed aggressors shall include the following
26 measures: Panic buttons connected to campus police near lecterns in all classrooms, deadbolts
27 inside each classroom door, panic buttons connected to campus police in all faculty offices, and
28 emergency-safety training.

29 (c) Faculty members may prohibit students from bringing firearms into a lecture,
30 classroom, laboratory, faculty offices or other academic setting if either the faculty member or
31 student(s) express a sincerely held religious belief against the use and display of firearms in
32 public.

33 21.4 Limitation on Personal Liability.

34 (a) In the event a faculty member is sued for an act, event, or omission which may fall
35 within the scope of Section 768.28, Florida Statutes, the faculty member should notify the
36 President's office as soon as possible after receipt of the summons commencing the action in
37 order that the Board may fulfill its obligation. Failure to notify the employer promptly may affect
38 the rights of the parties.

39 (b) For information purposes, the following pertinent language of Section 768.28(9),
40 Florida Statutes, is reproduced herein.

1 No officer, employee, or agent of the state or of any of its subdivisions shall be held
2 personally liable in tort or named as a party defendant in any action for any injury or damage
3 suffered as a result of any act, event, or omission of action in the scope of her or his employment
4 or function, unless such officer, employee, or agent acted in bad faith or with malicious purpose
5 or in a manner exhibiting wanton and willful disregard of human rights, safety, or property.

6 21.5 Travel Advances. The University will, to the extent permitted by state law and rule,
7 provide travel advances, upon request, of up to eighty (80) percent of budgeted expenses for
8 authorized travel of longer than five (5) consecutive days.

9 21.6 Working Papers Rights. Consistent with law, the provisions of Article 18, and the
10 legitimate interests of the University, faculty members shall have the right to control of their
11 personal correspondence, notes, raw data, and other working papers.

12 21.7 Protection for Whistleblowers. Faculty members are notified that Section 112.3187, Florida
13 Statutes, provides protection to whistleblowers and delineates their rights and responsibilities.