

Article 21
OTHER FACULTY RIGHTS

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

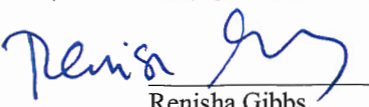
21.2 Office Space. Each faculty member shall be provided with office space which may be on a shared basis. The parties recognize the desirability of providing each faculty member with enclosed office space with a door lock, office equipment commensurate with assigned responsibilities, and ready access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

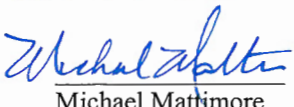
21.3 Safe Conditions. ~~Faculty members' safety while performing their jobs on campus is paramount.~~ Faculty members' safety while performing their jobs is important.

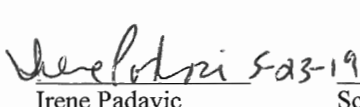
a) Whenever a faculty member reports a condition which the faculty member feels represents a violation of safety or health rules and regulations or which is an unreasonable hazard to persons or property, such conditions shall be promptly investigated. The appropriate administrator shall reply to the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


~~(b) The University will use reasonable efforts to ensure the campus is safe, and will undertake precautions to effectively communicate with public safety officials in the event of an emergency. The University will provide emergency safety training for faculty members upon request. Precautions to ensure faculty safety from armed aggressors shall include but not be limited to the following measures or technical equivalents, to be implemented in a timely manner: Police call buttons in all classrooms and faculty offices; deadbolts operable from inside each classroom; and emergency safety training. The University shall take reasonable required adequate~~ Precautions to ensure faculty safety from armed aggressors. ~~shall include but not be limited to the following measures or technical equivalents, to be implemented in a timely manner: deadbolts operable from inside each classroom and police call buttons in all classrooms, laboratories, faculty offices, and other appropriate locations.~~

~~(c) In the event that legislation permitting firearms on campus is enacted, faculty members may prohibit students from bringing firearms into a lecture, classroom, laboratory, faculty office,~~


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
5/23/19
Date


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
May 23, 2019
Date


Irene Padavic
Co-Chief Negotiator
UFF - FSU Chapter
Date


Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter
6/5/2019
Date

~~or other academic setting if either the faculty member or student(s) express a sincerely held religious belief against the public use and display of firearms.~~

21.4 Limitation on Personal Liability.

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


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

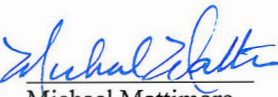
No officer, employee, or agent of the state or of any of its subdivisions shall be held personally liable in tort or named as a party defendant in any action for any injury or damage suffered as a result of any act, event, or omission of action in the scope of her or his employment or function, unless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

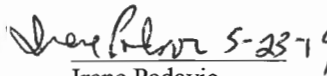
21.5 Travel Advances. The University will, to the extent permitted by state law and rule, provide travel advances, upon request, of up to eighty (80) percent of budgeted expenses for authorized travel of longer than five (5) consecutive days.

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

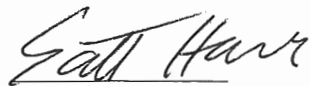
21.7 Protection for Whistleblowers. Faculty members are notified that Section 112.3187, Florida Statutes, provides protection to whistleblowers and delineates their rights and responsibilities.


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