

*Article 21*

***OTHER FACULTY RIGHTS***

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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 ~~the Internet~~ 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 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) Campus buildings shall be regularly inspected to ensure the safety of students, faculty, and staff.

~~(1)~~  
~~(2)~~ Air handling units shall be equipped with ~~the highest-rated compatible manufacturers’~~ recommended filters that will be replaced according to manufacturers’ directions.

~~(1)~~  
~~(2)~~ Buildings shall be inspected for radon according to best practices. Faculty shall be notified as soon as practicable and appropriate remediation-action taken if ~~the reading levels falls~~ are above-greater than the EPA Radon Action Level.

~~(a)~~ For any building in which a ~~previous test result has detected a radon measurement above the EPA Action Level,~~ radon mitigation system has been installed, a follow-up testing shall

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1 be conducted in the mitigated area of the previous detection on an annual periodic basis per the  
2 FDOH-reviewed FSU Radon Data Interpretation and Mitigation Protocol but not less frequently  
3 than every ten (10) years. as recommended by a licensed radon assessment and mitigation installer  
4 Radon Mitigation Specialist certified by the Florida Department of Health, as recommended by a  
5 licensed Radon Mitigation Specialist certified by the Florida Department of Health

6 (b) For all other buildings testing shall be conducted according to the FSU Radon  
7 Data Interpretation and Mitigation Protocol, and follow-up testing shall be conducted when there  
8 is a major modification to the building. but not less frequently than every ten (10) years. but not  
9 less frequently than every ten (10) years or periodically as recommended by a licensed Radon  
10 Mitigation Specialist certified by the Florida Department of Health. or periodically as  
11 recommended by a Florida licensed radon assessment and mitigation installer Radon Mitigation  
12 Specialist certified by the Florida Department of Health.

13 (3) Buildings shall be periodically inspected ~~evaluated~~ for mold and other biological  
14 hazards every four years as needed recommended by best practices for indoor air quality, and if it  
15 ~~is~~ issues of concern are ~~found~~, faculty shall be notified as soon as practicable, and the problem  
16 ~~remediated~~ shall be addressed appropriately.

17 (c) The University shall take reasonable precautions to ensure faculty safety from armed  
18 aggressors. The University administration, with input from law enforcement, faculty, and staff,  
19 will review safety protocols and make recommendations, where appropriate. A preliminary status  
20 report will be provided to the parties by December 31, 2024, with a final report by the end of the  
21 2024-2025 academic year. A joint labor-management committee shall be created no later than  
22 July 1, 2024, to study tangible and practicable measures for protecting faculty, staff, and students  
23 in classrooms, labs, libraries, and offices from armed aggressors (e.g., police call buttons in all  
24 classrooms and faculty offices, deadbolts operable from inside each classroom, and emergency  
25 safety training) and present a plan of action to faculty and the University community by December  
26 1, 2024. The University shall implement the plan no later than June 1, 2025. The committee shall  
27 include one (1) person appointed by the Provost, one (1) person appointed by the Office of Finance  
28 and Administration, one (1) person appointed by the Florida State University Police Department,  
29 and three (3) faculty members appointed by the UFF-FSU President. . shall include but not be  
30 limited to the following measures or technical equivalents, to be implemented in a timely manner:  
31 Police call buttons in all classrooms and faculty offices, deadbolts operable from inside each  
32 classroom, and emergency safety training.

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 within  
35 the scope of Section 768.28, Florida Statutes, the faculty member should notify the President's  
36 office as soon as possible after receipt of the summons commencing the action in order that the  
37 Board may fulfill its obligation. Failure to notify the employer promptly may affect the rights of  
38 the parties.

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

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

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

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

14 21.7 Protection for Whistleblowers. Faculty members are notified that Section 112.3187, Florida  
15 Statutes, provides protection to whistleblowers and delineates their rights and responsibilities.

16 21.8 If a faculty member is given a letter of counsel or similar document, they have the right to  
17 attach a response.

18 ~~21.9 Faculty and Staff Parking Permits shall permit the holder parking privileges to any~~  
19 ~~unreserved parking space on campus, whether designated as faculty/staff or student.~~

20 ~~21.9 The University shall consider adopting a policy such that Faculty and Staff Parking Permits~~  
21 ~~allow the holder parking privileges to any unreserved parking space on campus, whether~~  
22 ~~designated as faculty/staff or student.~~

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