

**IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES**

VOLUME XXV, MEMO 2

**August 31, 2005
Faculty Senate Conference Room
Red Hill Building
4:00 pm**

I. PRELIMINARIES

- A. Attendance: Pat Packer for Allen, Beard, Bowen, Christensen (Chair), Cleary, DeJesus, Delehanty, Devaud, Devine, Frank, Hill, Habib Sadid for Kantabutra, Klein, Masserini, McCurry, McLaughlin, Newsome (via teleconference), Lawrence Beaty for Norton, Ottaway, Reynolds (via teleconference), Rodnick, Semenza, Denise Della Rossa for Sieber and Vik
Excused: Crews and Oliphant
ex officio: Francis (Curriculum Council), Hobson, Krehbiel, and Wharton
Guests: Richard Wabrek, Leonard Hitchcock, Bennett Palmer, Douglas Warnock, John Gribas, Jim Disanza, and Dan Boyd
- B. Faculty Senate Minutes of
1. May 2, 2005
ACTION: Moved by DeJesus and seconded by Devaud to remove the Minutes of May 2, 2005 from the table. **Passed unanimously.**
ACTION: Moved and seconded to approve the minutes of May 2, 2005 in light of confirmation that the workload policy had been voted on in April, 2005. **Passed unanimously.**
Discussion: The university workload policy is very general designed as a starting point for colleges and departments to create their own workload policies. It did not address the accreditation issues; the individual policies will cover those issues.
 2. August 29, 2005
ACTION: Moved by Klein and seconded by Beard to approve the minutes of August 29, 2005. **Passed unanimously.**

II. CONSENT CALENDAR

- A. Faculty Appointments to Councils
1. **Academic Standards Council** (meets last Wednesday at 3:00)
 - a. College of Arts & Sciences – **nomination for Denise Della Rossa and Brian Norman**
 - b. College of Technology – **nomination for Shane Slack**
 2. **Campus Planning Council**
 - a. College of Education
 - b. College of Engineering – **nomination for Alba Perez-Gracia**
 - c. College of Business (Kevin Parker previously nominated)
 - d. College of Technology – **nomination for Nancy Frank**
 3. **Council for Teaching & Learning**
 - a. College of Arts & Sciences
 4. **Cultural Affairs Council** (Wed or Thurs at 4:00)
 - a. College of Arts & Sciences – **nominations for Alan Johnson, James Skidmore, and Melanie Kloetzel**

5. **Faculty Professional Policies Council**
 - a. College of Business
 - b. College of Health Professions (replacement for Karen Gonzol 04-07)
6. **Research Coordinating Council** (Thurs once a month 3:00-5:00)
 - a. College of Arts & Sciences – natural science
 - b. College of Business
 - c. College of Education
 - d. College of Health Professions – **nomination for Christine Rosen Galvin**
7. **Athletics Advisory Board** – Two faculty positions – one one-year, one-four year (meets second Thursday at 2:30) – **nomination for Jack Newsome and Linwood Vereen – four year appointment; nominations for Mike Lester, Beverly Ray, and John Fitzpatrick – one-year appointment.**
8. **Faculty Senate Task Force for January terms** – (Tyler Telford, Kevin Schroeder – student reps)
9. **Judicial Board** – Two faculty members to serve three-year terms (Thurs @ 3:30, twice a month) – **nomination for Paul Jantz**
10. **Faculty Appeals Board Chair** – **nomination for Peter Vik**
11. **Ad hoc committee - Foundation Board/Faculty Senate** –
12. **Enterprise Application Committee (IT)** – two faculty members (A university wide computer committee focusing on administrative functions, i.e.: WebCT, entering grades, interface with Faculty/Staff tools. ASAP)

ACTION: Moved by Semenza and seconded by McLaughlin to approve the uncontested faculty appointments to the above committees. **Passed unanimously.**

ACTION: Moved by Devaud and seconded by Masserini to open discussions regarding the contested faculty appointments to the above committees.

ACTION: Moved by Masserini and seconded by Cleary to appoint Brian Norman to the Academic Standards Council and appoint Denise Della Rossa to the Council for Teaching & Learning. **Passed unanimously.**

ACTION: Moved by Bowen and seconded by Vik to table the rest of the consent calendar and move to Old Business. **Motion passed.** 20 for, 1 opposed.

III. OLD BUSINESS

1. Administrative pay raises -

Klein, Department of English/Philosophy, stated that the department would like to proceed with a vote of no confidence on the administration. He stated that Dean Kijinski was not aware of administrative pay raises until a change in his contract. It was noted that pressure from the accreditation working group to the accreditation team to enforce policies may lead to greater budget oversight by faculty.

Delehanty, Department of Biology, distributed a draft letter from his department explaining that they unanimously voted that the Senate write a letter to the accreditation committee. There are eight points they would like included in the letter. There is a hope that the accreditation committee may apply some pressure on the administration to cause them to take the accreditation seriously. Beaty agreed that faculty in the College of Technology feel contempt and no confidence in the administration.

Devaud has discussed this issue with faculty, staff, and students. All have been impacted by this issue. She recommends a reflective action be taken which includes involvement between the three groups. Hobson agreed that the students are interested in resolving this problem. Devaud sees a number of separate issues that might be better served with organized discussions among subcommittees.

Cleary is concerned with the deadline that the Deans have to get the faculty information back to Dr. Wharton/Dr. Bowen by next Tuesday. She read a statement from a colleague calling the manner in which these raises were given as dishonest. Administrators should have accepted the recognition, but denied the increases until faculty received compensation. The letter then stated support of a vote of no confidence.

Christensen clarified the deadline for the Deans – the Deans will bring forth names of faculty who are below 85% of CUPA averages by next Tuesday. It is not a deadline of who would get raises, only to identify those who fall below the averages. Deans do not have the authority to grant raises, only to identify those who are below averages. Dr. Wharton concurred.

Bowen stated that there are two issues that need to be dealt with: salary, and faculty governance. She distributed a draft requesting that Faculty Senate be granted access to budgets and to move that Dr. Bowen should rectify this situation. Delehanty stated that an outside influence is available and should be contacted. Bowen has received many communications from constituents regarding a no confidence vote or censure. A motion that Dr. Bowen should rectify the situation would give Dr. Bowen an opportunity to do so.

Dr. Wharton explained the timeline regarding the accreditation process. A first response is due to the accreditation team by October 16, 2005 and the team will visit campus again in the spring of '06. Vik reminded the senators that the accreditation team made 10 recommendations. There were problems with assessment, the budget, poor communication, and a lack of decentralized organization. Vik stated that this could be leverage for the faculty to change the budget process. The perception of many is that those who run the budget are not actively participating in the accreditation response process.

Christensen stated that this is an opportunity to affect change and activate the senate's inactive Budget Council.

DeJesus finds that there is a short-term and a long term-issue. A better dialogue needs to be set between Deans and the Executive Committee and Deans with Faculty Senators (Reactivate the Coordinating Board); Faculty Senate Budget Oversight Committee should be active; students and faculty should meet regarding fee increases; and Reestablish a Campus Oversight Budget Committee.

Delehanty stated that it is time for accountability; there is no longer any trust. The faculty morale cannot drop any lower. Faculty need the courage to condemn those accountable even with the risk of embarrassment for long term gain.

Vik stated that research has to be done as to who is responsible, who leaked this information, and how did this happen. Faculty need a firm understanding of the situation. This is an opportunity to create change in the university. It is a time to send a strong message to this and future administrations.

Doug Warnock, a faculty visitor, stated that if the senate does not take action they will lose credibility with the faculty. It was disrespectful of the administration to give pay increases when faculty morale is so low.

ACTION: Moved by Bowen and seconded by Vik to endorse these actions: The President should immediately rectify the situation created by giving no base salary increases to the faculty while granting raises to administrators by using reserve funds. This must be done by the Faculty Senate's next meeting on September 19, 2005. Further, the Faculty Senate recommends this be done by any means that does not eliminate positions, cut programs, or reduce operating funds. Also, the Faculty Senate will create a task force to determine the most appropriate way to respond to the July 30, 2009NWCCU on this issue of transparency in budget and planning. **Passed**

unanimously.

ACTION: Moved by Delehanty and seconded by Frank that The Faculty Senate Executive Committee draft a letter to the accreditation panel for Faculty Senate to consider. **Passed unanimously.**

The Executive Committee will create a task force to investigate how the administrative pay raises happened.

Senators were reminded that Faculty Senate has standing committees as well as senators able to research any information.

IV. ADJOURNMENT: 6:00

Kay Christensen, Chair

Connie Patchin,
Administrative Assistant I

Approved: July 30, 2009

Documents:

Faculty Senate Minutes of May 2, 2005

Faculty Senate Minutes of August 29, 2005

Statement by Senator David Delehanty

Statement by Senator Denise Bowen