

**IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES**

VOLUME XXVI, MEMO 5

December 4, 2006

Faculty Senate Conference Room, 128

Red Hill Building

4:00 pm

- I. Preliminaries
 - A. Attendance: Beard, Bowen, Crews (Teleconference), Curtis, De Jesus (Chair), Devaud, Devine, Guryan (Teleconference), Hill, Kangas, Kearns, Keeter, Magnuson, Masserini, Nilson, McCurry, McLaughlin, Murphy, Ray, Sieber, Skidmore, Thomas, Williams, and Woodworth-Ney
Absent: Allen (excused), Bezik, Norton (excused) Oliphant (excused), Rankin, and Womack
Ex-officio: Christensen, Jolly, Rowe and Wharton
Administrative and Graduate Assistants: Connie Patchin and David Robinson
Guests: Jennifer Fisher, David Alexander, and Brian Norman

- II. Open Forum
 - A. Student Retention and Recruitment – Dr. Wharton and Jennifer Fisher, Dean of Enrollment Planning
Wharton stated that during the Executive Council meeting there was discussion on student retention – it is highlighted in the Chair Announcements of November 30.
Fisher explained that enrollments are down in the region, however BYU-I and BSU are up a little. Dr. Wharton is forming a Recruitment and Retention Task Force. She explained that it is important for ISU to determine what kind of student body it wants and where more students can be accommodated. There is an increase in graduate students and graduate programs.
Demographics show there are fewer high school graduates and all are competing for the same students. ISU will be linking enrollment planning and strategies to the strategic plan.
Fisher handed out a 10 year enrollment head count. There has been a 7% overall increase over the last decade. Out of 16,000-17,000 high school graduates only 47-50% continue with higher education. There is a need to recruit from other areas and there is a need for competitive scholarship packages. ISU has 13,558 students right now which is down 1,300 students.
Fisher stated that her office called 90% of non-returning students. Students that are retained are: 2.0-2.99 (40%), A and B students (50%), out of state (70%), and international students are even higher. 70% of ISU students are independent which is the reverse of U of I.
Wharton stated there is a new campaign in Idaho Falls and ISU is sending recruiters out of state. They will target areas that are more expensive focusing on 23-26 ACT grades.
Wharton stated that ISU is hoping for need based scholarships from the legislators. He explained that it is the entire community's job to engage in enrollment issues. There is a lot of room for engagement from staff to faculty. There is a need to address the financial situation.

Senators stated a need more than four recruiters.

Wharton stated that faculty can do what no one else can do – by going to a high school once a semester, they can demonstrate their specialty and engage students.

Curtis stated he spends time in high schools through his department. Local teachers love ISU and can become recruiters as well for ISU – this increases the network of people. He agrees that a recruiter does not know about specific programs, when faculty can go personally, it is more effective.

One senator was discouraged about faculty time; faculty have to recruit on top of their workload. There are no faculty incentives to recruit. Advising and recruitment does not appear as university service and should.

Another senator stated that many students believe they cannot receive financial aid if they do not take 12 credits. The financial aid message needs to be clear. It would also be helpful to use form letters, like with midterm grades to either explain where the students are and if they have exceptional grades. Letters from registration could remind students of their advisors as well.

Crews stated that ISU visibility is non-existent in Boise. Many Boise locals do not know ISU-Boise exists.

Fisher stated that Kent Tingey has a PR office in Boise, they should address this concern.

President Vailas is well aware of this issue, the new tag line is “Leading in opportunity and innovation.”

Beard stated when students who graduate from the College of Technology and come back to ISU for a BA have two different sets of general education goals and have to retake them.

Bowen explained that ISU can retain health science students who are not accepted by finding other areas of interest. Devaud stated this could work for pharmacy students as well.

Fisher stated there is important ongoing research which will be provided to faculty as reports of who is leaving and what students need.

De Jesus stated this discussion will be revisited next semester.

B. ERP – David Alexander – Project Manager

Alexander explained what the ERP is (Enterprise resource planning). It is an administrative computer system to assist in operating an institution. It is a combined financial system, HR payroll system, student information system, financial aid system, and advancement and alumni system. The hardware and software of the current system will no longer be supported in 2010. One half of all universities have an ERP already implemented and the rest are either changing now or considering it. The ERP will improve the daily operation of the university.

There is a schedule of vendor scripted demonstrations; each will be a week long. They will take place during the weeks of December 11 and December 18. ISU did not have a choice without costing an additional 6 months and \$1 million. Faculty can check the ERP website, www.isu.edu/erp for a copy of the script. All are encouraged to come to relevant scripts and give feedback so ISU can make the right decision. The final recommendation will be forwarded to the SBOE in February and will be implemented next summer with a completion year of 2010.

Scripts relevant to faculty may be: portal and web services, PIs – grants management, course schedules or advising. The demonstrations will be videotaped and able to reserve a copy from the library.

C. Faculty Retention – Dr. Brian Norman, Chair Arts & Sciences ad hoc Committee on Faculty Retention and Recruitment

Thomas requested that a pay schedule be put together, with merit raises.

Wharton would like to see the U of I pay schedule.

De Jesus reminded senators that all monies are under the deans supervision and faculty will have to be on the college budgets for raises, therefore it is imperative to participate in the budget process. Deans developed budgets with both 0% and 3% for raises.

Wharton reminded senators that there was an annual request for funds from the university presidents; salaries were the #1 request of an 8% increase.

Kangas feels that faculty have had negative responses from administration with recent requests (distinguished professor, parking permits, tuition waivers).

Wharton explained that Dr. Vailas is trying to allow colleges to be more entrepreneurial, things were top down in previous years, and he wants to change that. Deans have authority as if they are independent units.

Norman stated that the ad hoc committee defined retention of “happy” faculty – to not only focus on faculty leaving.

It was argued that money is not the whole issue; faculty do not feel appreciated.

Magnuson stated there is a great resistance for change. Wharton explained the university is not in status quo now, there are many changes at ISU.

Ray explained that faculty are still mad at the previous administration and are holding the new administration accountable. Faculty want the new administration to know it has been bad and want them to understand faculty pain.

Thomas stated that grant money brought in is more than BSU brings and administrators need to know that.

Bowen requests more travel money; faculty are paying out of pocket to represent the university. There are three new buildings being built and ISU has to pay for operation costs.

De Jesus stated that senate will revisit this topic. He asked senators to list priorities of what they want so he can move on this issue.

Norman suggested that senators read the full version of the report. He is confident that they have identified main priorities, but less confident in the strategy.

III. New Business

A. Emeritus Status for Dr. Lela “Kitty” Pumphrey

ACTION: Moved by Beard and seconded by Masserini to recommend emerita status for Dr. Lela “Kitty” Pumphrey. **Passed unanimously.**

IV. Adjournment: 6:15 pm

Consent Calendar for December 4, 2006 – due on December 1 – 5:00 pm

A. Faculty Senate Minutes of November 13, 2006

B. Minutes from Councils

1. Curriculum Council

a. Minutes of November 2, 2006

b. Minutes of November 9, 2006

- c. Bachelor of Applied Technology Committee Minutes of September 26, 2006 (FYI only)
- 2. Cultural Affairs Council Minutes of September 15, 2006
- 3. Athletics Advisory Board Minutes of October 12, 2006 (FYI only)
- 4. Research Coordinating Council Minutes of October 19, 2006
- 5. Faculty Professional Policies Council
 - a. Minutes of September 28, 2006
 - b. Minutes of October 26, 2006

C. Miscellaneous

- 1. Approval of Recommendation/Request tracking forms

Via email vote – deadline of December 1, 2006 5:00 pm, 19 voted in favor of the consent calendar. **Passed unanimously.**

Karl De Jesus, Chair

Connie Patchin,
Administrative Assistant I

Approved: January 22, 2007

Documents:

Faculty Senate Minutes of November 13, 2006
 Chair announcements of November 30, 2006
 Student Retention and Recruitment handout
 ACT high school profile for Idaho
 Enrollment Headcount by class level 1997-2006
 ERP handout
 Executive Summary from ad hoc Committee on Faculty Retention and Recruitment Arts & Sciences
 Final Report and Recommendations from ad hoc Committee on Faculty Retention and Recruitment Arts & Sciences
 Curriculum Council Minutes of November 2, 2006
 Curriculum Council Minutes of November 9, 2006
 Bachelor of Applied Technology Committee Minutes of September 26, 2006
 Cultural Affairs Council Minutes of September 15, 2006
 Athletics Advisory Board Minutes of October 12, 2006
 Research Coordinating Council Minutes of October 19, 2006
 Faculty Professional Policies Council Minutes of September 28, 2006
 Faculty Professional Policies Council Minutes of October 26, 2006
 Honorary Degree documents for Dr. Lela Pumphrey
 Recommendation Tracking Form
 Request Tracking Form