

IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

VOLUME XXVII, MEMO 3

Monday, October 1, 2007

4:00 pm

Faculty Senate Conference Room, REND 301

In Attendance: Doug Nilson (proxy for Adler), Beard, Bowen, Campbell, Cellucci, Crews (telecom), Curtis, De Jesus, Delehanty, Dye, Frantz, Guryan (telecom), Kangas, Kantabutra, Kearns, Keeter, Manopoulos, Masserini (Chair), Moulton, Murphy, Norman, Oliphant (telecom), Payne, Sieber, Smith, Thomas, Vik, Wilson, Womack
Non-voting: Attebery, Carpenter, Fullerton, Wallace (Recording Secretary), Wharton
Excused: Edwards, McCurry (sabbatical)
Absent: Brown, Vailas
Guests: Steve Adkison, Assoc. Provost; Barbara Bishop, Dir. Early College Program; Scott Teichert, Dir. of Admissions; Margaret Ganyo, United Way

I. Preliminaries and Announcements

Masserini called the meeting to order and welcomed the two new Senators, Dr. Alan Frantz, from the College of Education and Dr. Leigh Cellucci, from the Kasiska College of Health Professions.

II. Consent Calendar

Council appointments were left off the Consent Calendar this time so that the contested elections can be addressed individually without having to pull them.

A. Faculty Senate Minutes

- a. Minutes of August 27, 2007 - revised
- b. Minutes of September 17, 2007

B. Minutes from Councils

1. Research Coordinating Council

- a. Minutes of April 19, 2007

2. Council for Teaching and Learning

- a. Minutes of May 8, 2007

3. Campus Planning Council

- a. Minutes of May 2, 2007

4. Faculty Professional Policies Council

- a. Minutes of August 30, 2007

C. Revised Bylaws – Research Coordinating Council – pulled from Consent Calendar

D. Phased Retirement Policy– pulled from Consent Calendar

(as amended during last Senate meeting; see Section II General, 4th paragraph, last sentence)

ACTION: Moved by Sieber and seconded by Smith to approve the Consent Calendar.

Discussion: In the Faculty Senate Minutes of September 17th, **Items III.F.1.a** and **III.F.5.b**, De Jesus suggested **changing “elected” to “nominated”** by the College of Business. He clarified that the Senate is the body that elects Council members, not the Colleges. Masserini reiterated that Colleges should forward the names of their nominees to their Senators, who then bring them to the Senate for consideration. The Bylaws of the

Councils should be reviewed and revised where needed to make sure they are all consistent on this point.

Bowen had some issues with the **Phased Retirement Policy** and wanted further discussion before approval is given. Masserini had some phrasing suggestions to make regarding the **Research Coordinating Council Bylaws**. Both those documents **were pulled from the Consent Calendar** to be addressed later in the meeting.

The vote was taken and the **Motion to approve** the remaining items on the Consent Calendar was **passed unanimously**.

III. Open Forum

A. United Way

A brief presentation by guest speaker Margaret Ganyo, Executive Director, United Way

Ganyo wants to re-establish contact between United Way and ISU which has been neglected in recent years. The United Way fundraising effort is underway and they are hoping to raise \$35,000 from ISU this year; last year they raised \$31,000 and \$34,000 the year before. Any campus group interested in more information may arrange for a United Way representative to come and speak about the available programs.

B. Early College Program

PowerPoint presentation by Dr. Robert Wharton, Provost/V.P. Academic Affairs

Dr. Wharton introduced the guests he brought along to answer questions: Barbara Bishop, Coordinator of the Early College Program; Scott Tichert, Director of Admissions; and Steve Adkison, Associate Provost.

The Early College Program (also known as Dual Credit, Dual Enrollment, Concurrent Enrollment) allows high school students to take college level courses while still in high school, thereby earning credits that count toward both their high school diploma and their college degree. The program is open to high school juniors and seniors who have a minimum 3.0 GPA, letters of recommendation, and the approval of their parents, high school and college officials. The courses offered are primarily general education classes. The high school teachers must be approved by the appropriate ISU Department and are considered to be ISU adjunct faculty. Each teacher is mentored by a full-time ISU faculty member, and the course curriculum and exams are the same as the on-campus sections of the course.

The benefits of the program are:

- **Affordability.** The cost is reduced to \$65 per credit instead of \$169 per credit full-time or \$221 per credit part-time fees. Since most students enter college as sophomores, it also shortens the time required to earn a degree, so students don't have to pay as much for their college education.
- **Confidence-building.** Students are better prepared and the transition to college is less stressful.
- **Better Resource Allocation.** High schools can concentrate on other student needs.
- **Better Performance.** Participating students tend to have higher SAT and ACT scores than their peers.

Since 2000, the Early College Program at ISU has increased from 131 students taking 700 credit hours to 1600 students taking 4600 credit hours. Fall 2007 enrollment currently has 1098 students registered. This upward trend is reflected nationally, not just in Idaho.

ISU has formed a partnership with Meridian Medical Arts Charter School, signed a Memorandum of Agreement in Spring 2007 with Region 5 Superintendent of Schools, and there is another agreement in the offing with Region 6 (Rexburg area). The College of Southern Idaho, Lewis & Clark and Boise State University also participate in this

program. This past summer 2007, ISU held a 2-week seminar for area teachers to prepare for teaching a dual-enrollment Statistics course.

Senators' concerns included:

- Quality of curriculum, education and preparation the students receive – how well do they compete with regular college students, and how well do they perform throughout their college career?
- Are there adequate performance tracking mechanisms in place and are they being fully utilized?
- Some out-of-state schools do not accept the credits or courses as equivalent. Students have to repeat the classes when they attend those schools.
- Good economic, enrollment and retention tool, but is it adding undue pressure on Departments to participate at the expense of rigor?
- Are there eligibility requirements for ISU faculty to participate as mentors? Are adjunct or part-time faculty eligible?
- Faculty workload concerns -- faculty already have a lot on their plate with course loads, research, and service.

Dr. Wharton assured Senators that the Early College Program participants are being tracked to see how well they do in college.

Adkison reminded Senators that ISU's participation is mandated by State legislation; there is not much room for choice. He conceded that this mentoring responsibility places additional burdens on tenure-track Faculty in terms of workload issues, especially in light of research and service requirements. There may be ways of redesigning course curricula that will help free up time for tenure-track Faculty and allow them to better balance their workload responsibilities.

ACTION: Bowen moved and Norman seconded to have Senators send suggestions to Masserini to be **forwarded to Academic Standards Council** for consideration of this issue.

Wilson made a **friendly amendment** to have **Faculty Professional Policies Council** also look at this issue in terms of the policies regarding **eligibility and qualifications requirements for Faculty to become Early College Program mentors**. Seconded by Beard, accepted by Bowen and Norman. The **motion passed** unanimously.

The Senators formally thanked the presenters for coming; it was a very informative session and they learned a lot about the Program.

ACTION: Moved by Kangas to **suspend the agenda** and address Item V.I. University and Tenure Promotion Committee. Seconded by Smith. The **motion passed** by unanimous vote.

V. New Business

I. University Tenure and Promotion Committee

Motion: "To ensure that Idaho State University consistently applies merit-based Tenure and Promotion standards of uniform quality across all ISU Colleges, the Faculty Professional Policies Council (FPPC) is charged with developing a proposal with guidelines, membership, and procedures for a University-level Tenure and Promotion Committee. This Committee will provide the Provost with recommendations regarding each Tenure and Promotion case beyond the College's evaluation and recommendation." Moved by Thomas, Sieber seconded.

Discussion: Dr. Wharton explained that this issue arose because of the vast differences encountered by his office when reviewing the various Tenure and Promotion applications submitted by Colleges and Departments for his approval. There is no apparent consistency or equity among them. He suggested that the Faculty Professional Policies Council look into other universities' policies and procedures and compare those to ISU's policies.

Senators' reactions included the following points:

- Tenure and Promotion are a property right of Faculty, and its purview should not be delegated to the Administration.
- There is a real need to ensure that the Tenure and Promotion process is applied equitably and consistently across Colleges and in Departments within Colleges. Procedures alone are not enough; the process itself must be addressed to ensure fairness.
- Standards and procedures are already in place that deal with Tenure and Promotion. Why add another layer of bureaucracy to an already lengthy process?
- Need to do more preliminary investigation into the issue before pressing ahead with a predetermined solution. It may well be a matter of revising existing policies and procedures rather than creating a new committee to review what has already been thoroughly examined by Departments and Colleges.
- Faculty are already stretched very thin by all the competing demands on their time. Another committee would add an extra burden that is likely not necessary.
- Diversity and disparity of discipline-specific standard criteria precludes any meaningful university-wide standard list. Any attempt to craft such a list would result in a policy that is too general and vague to be of much practical use.
- Faculty members do not know the minutiae of other disciplines' norms and should be careful in judging Faculty from other disciplines. The Colleges themselves are the most qualified to judge whether their Faculty should be granted Promotion and/or Tenure.

Dr. Wharton cautioned that the Motion as worded does not accurately reflect his actual suggestion. He is not necessarily advocating the creation of a new Committee as the Motion states. He is merely asking the Senate and the Faculty Professional Policies Council (FPPC) to investigate the issue and determine whether there is a problem in the first place. If they do find that there are unacceptable variations and inequities in the current process, how might those disparities be rectified?

Masserini reminded Senators that the written Motion was simply intended to bring the issue to the table for discussion. It is not set in stone and may be reworded or revamped however Senators choose.

Adkison asked Senators to consider the question and come up with an answer as to whether there is a need to have a University-level committee that would ensure the Colleges have consistently followed their own guidelines and provide feedback to the Academic Affairs office. If yes, the Senate should send the question on to some entity for further study; if no, the issue is dropped.

ACTION: Vik moved to **call the question**, seconded by Beard. The **motion passed** with 12 Ayes, 4 Noes, and 5 Absentions.

ACTION: The written motion was then voted upon. There were 3 Ayes, and the rest were Noes, the **motion failed**.

ACTION: Vik moved to have the Faculty Senate Executive Committee in consultation with the Academic Affairs Office develop a new motion to bring to the next Senate meeting to move this issue forward. Seconded by Frantz.

Discussion: There was some question about whether another motion was necessary to move the issue forward. More information was requested. Delehanty made a **friendly amendment** that instead of developing another motion, **the Executive Committee simply talk with Dr. Wharton and provide information to the Senate** based on that conversation regarding this issue. The amendment was accepted. The vote was almost unanimous, with only 1 No and no Abstentions. The **motion passed**.

Consent Calendar Items Pulled

D. Phased Retirement Policy (as amended during last Senate meeting; see Section II General, 4th paragraph, last sentence)

Some Senators were concerned that the language in the policy is too open-ended regarding renegotiation of phased retirement contracts; some clarification of the limits should be added. Another question arose regarding non-tenure-track faculty and why they are not eligible for phased retirement under this policy. Masserini reminded Senators that non-tenure-track Faculty are hired on a renewable contract basis and already have the ability to renegotiate their contract terms every year. Tenure-track Faculty do not have this option since they do not have renewable contracts. This policy gives tenured Faculty more flexibility in working out the terms under which they retire.

ACTION: Norman moved to **remove** the last sentence of the last paragraph of Section II General: **“Upon mutual consent of the parties affected, the phased retiree may negotiate a new contract with the appropriate departmental unit before the negotiated phased retirement term expires.”** Seconded by De Jesus. The **motion passed**.

ACTION: Smith made a motion to pass this revised Phased Retirement Policy recommendation on to the next level of Administration for consideration. Seconded by Norman. Wilson’s **friendly amendment** to **strike** the last three words of the previous sentence of that same paragraph **“for any agreement”** was accepted.

The amended paragraph now read: “Contracts shall be set for a limited terms, with 1 year being the minimum and 3 years being the maximum length.” The **motion passed** unanimously.

C. Revised Bylaws – Research Coordinating Council *deferred to next Senate meeting because of time constraints*

IV. Unfinished Business

A. Senate Goals 2007-2008 (handout) - *not discussed, held until next meeting*

V. New Business

A. Ombudsperson under purview of Faculty Senate - *not discussed, held until next meeting*

B. Faculty Appointments to Councils

1. **Budget Council** (once a month, probably Tuesday at 4:00)
 - a. Health Professions – (3-year term) **nomination for Linda Boyd**, Dental Hygiene
 - b. Health Professions – (2-year term) **nomination for Kent Whitaker**, Physician Assistant Program
2. **Faculty Professional Policies Council** (fourth Thursday at 11:00)
 - a. Education – **nomination for Drew Meyer**
3. **Research Coordinating Council** (once a month Thursday from 3-5)
 - a. Engineering – **nomination for Alba Perez**
 - b. Health Professions – (brief biographical information attached) – *not discussed, carry forward to next meeting*
 - nomination for Galen Louis**, Health & Nutrition Sciences (Boise)
 - nomination for Jeff Housman**, Health & Nutrition Sciences (Pocatello)
 - nomination for Deana Molinari**, School of Nursing (Pocatello)
4. **Curriculum Council** (every Thursday from 3-5, starting in October)
 - a. Education – **nomination for Jane Strickland**
 - b. *Health Professions* – *no nominations, carry forward to next meeting*

5. **Athletics Advisory Board** (second Thursday at 2:30)
 - a. 4-Year term – **nomination for Pat Packer**
6. **Campus Planning Council** (every other Wednesday, 11:00-12:30)
 - a. A&S Physical/Biological Sciences – temporary replacement for Rene Rodriguez
1-semester term – **nomination for Cathy Kriloff**, Mathematics
- C. Faculty Senator Appointments
 1. **Academic Standards Council** (last Wednesday at 3:00)
Alan Frantz volunteered

ACTION: Moved by Norman to **approve all uncontested Council nominations.** Seconded by Wilson. No discussion. **Motion passed unanimously.**

Letters of appointment will be sent to **Boyd, Whitaker, Meyer, Perez, Strickland, Kriloff and Frantz.** A memorandum will be sent to Dr. Vailas recommending **Packer** for the Athletics Advisory Board.

The College of Health Professions nominations for the Research Coordinating Council have yet to be discussed and voted upon by the Senate. The Curriculum Council seat for the College of Health Professions is still open. Nicole Hill from KCHP has been working on gathering nominations for that seat.

- D. **Student Conduct Board (Judicial Board)** faculty member appointment – *not discussed*
3-year term – **nomination for Senator Cal Edwards**, CoTech Law Enforcement
nomination for Tina Mladenka, School of Nursing

There was no action nor discussion about the Student Conduct Board. This appointment will be addressed in a later Senate meeting as well.

- E. **University Research Council (URC)** (only one meeting per year, in April)

According to the bylaws of the URC, the Faculty Senate is to appoint a faculty member to a 3-year term on the URC. Kara Keeter was appointed last year, for one academic year (2006-2007) but the appointment should have been for 3 years. She may continue to serve if she so pleases until May 2009.

If Kara relinquishes her seat, we have three nominations for the seat:

3-year term (October 2007 – May 2010)

Dr. Susan Swetnam, Prof., English & Philosophy

Dr. Curt Anderson, Assoc. Prof., Biology

Dr. Laura Tivis, Research Prof., Institute of Rural Health

This council appointment was not addressed during the Senate meeting. It is deferred until later.

VI. Adjournment: 6:00 p.m.

The next Faculty Senate meeting is scheduled for October 15, 2007.

Dr. John Masserini, Chair

Catherine Wallace,
Administrative Assistant 1

Approved by Faculty Senate: October 29, 2007

Documents:

Faculty Senate Minutes of August 27, 2007 (revised)
Faculty Senate Minutes of September 17, 2007
Research Coordinating Council Minutes of April 19, 2007
Council for Teaching and Learning Minutes of May 8, 2007
Campus Planning Council Minutes of May 2, 2007
Faculty Professional Policies Council Minutes of August 30, 2007
Phased Retirement Policy – as amended above